

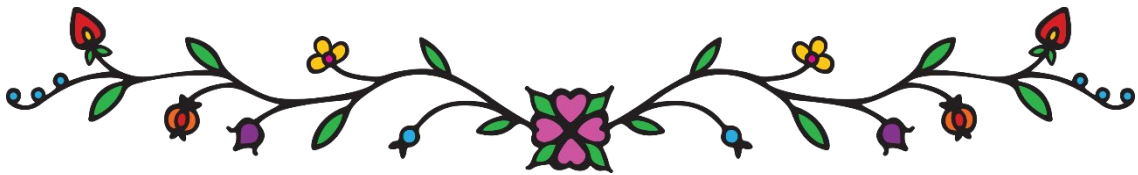


Message from Our Executive Director

Miigwech to the Board of Directors, Chiefs, and staff for the warm reception as I transition into the role of Executive Director. I am appreciative of the wisdom and guidance of our Elders and the unwavering support from my family.

Our organization boasts exceptional talent and skills, and I am thrilled to collaborate with each individual. I eagerly anticipate the collective effort required to advance our business, technical services, and support for our children through Education and Jordan’s Principle. Working together, we aim to make a significant impact for our Member Communities.

Miigwech,
Fawn Wapioke
Executive Director
Bimose Tribal Council



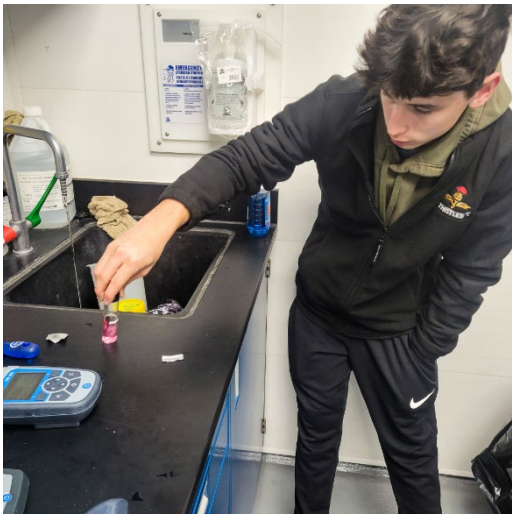
Departmental Updates



David Brotherston
IT/Administrative Support, Bimose HUB

On the lighter side of the Bimose HUB Operations, we welcomed Ryder Kocis to the workplace for the day as part of the Take Your Kids to Work Day program. Ryder and the HUB Manager visited the water treatment plant at Washagamis Bay so he could experience a day in the life of a First Nations Water Operator. Ryder was provided a full tour of the facility and was even able to participate in water quality and microbiological testing with the supervision of the HUB Manager.

The promotion of the water treatment profession and the ability to educate youth in the area is a great opportunity to attract future water operators. We are confident that Ryder had a positive experience that he can share with his teachers and peers.



Jordan’s Principle Regional Hub Team

Boozhoo!

On October 22 we acknowledged the birthday of Jordan-iban River Anderson October 22,1999! Happy Birthday Jordan-iban! May we continue to respect and uphold the Legacy of Jordan, while servicing Indigenous families in the children first perspective.



The Jordan’s Principle Regional Hub at Bimose Tribal Council has been keeping busy, doing information sessions and events:

- Migisi Saighaigan
- Grassy Narrows
- Gaagagekiizhik School
- Gaagagegiizhigook Childcare Centre
- Autism Spectrum Disorder Conference hosted by Kenora Chiefs Advisory
- Microsoft Excel Training, Winnipeg, MB
- Networking with other agencies: Kenora Chiefs Advisory, First Nation Jordan’s Principle Workers and Interagency Meeting in Dryden.



Members of the Bimose Jordan's Principle Regional Hub Team at Excel Training in Winnipeg, MB on February 27th & February 28th, 2024 at Indigenous Strategies.

Photo Credit: Brad Anderson, Jordan's Principle Service Coordinator

As a team, we have provided support to over 250 children in our Bimose Member First Nations and Region. Jordan's Principle Regional Hub have been working diligently to strengthen our already established relationships with our communities and clients. We continue to foster our existing connections and explore new ones with service providers, vendors and partners.

Some of our recent successful applications were able to provide:

- safe housing
- food supports
- transportation funding allowing children to attend school
- home furnishings and appliances
- winter clothing
- recreation funding
- travel expenses to visit hospitalized family members

For those who want to know a bit about Jordan's Principle, it is a child-first and needs-based principle which ensures that all First Nations children living in Canada can access the products, services and supports they need, when they need them. There are many opportunities to assist children and families, and as awareness of Jordan's Principle grows, we have seen an increase in clients and applications.

A very brief overview of how the process works when applying for Jordan's Principle assistance includes a Support Worker completing an intake, working with a Service Coordinator to complete the application, collecting documentation and support letters, and then waiting for the approval from Indigenous Services Canada. Once the application has been approved, that is when the product or service can be accessed.

Sometimes this happens very quickly, and other times there is a waiting period, or even a denial. Denial isn't always final and there is opportunity to appeal the decision and apply again. Our team works tirelessly to do our best to help our clients, in whatever ways suit each client's unique needs.



Anishinaabe Student Achievement (ASA)

ASA Literacy & Numeracy Update

Dave Stepanik

Numeracy Lead, Anishinaabe Student Achievement

We have continued the PLC (Professional Learning Community) initiative and have focused on the Junior/Intermediate Teachers this year. Migisi Sahgaigan School hosted a successful fall gathering with teachers from all of our schools, where the Six C's of 21st Century Learning were explored. We discussed student group activities around Science/Art themes using polymer modelling clay to build cells, drew fish cross sections and painted fish. All of the topics were related to Language and Cultural themes. Harvey Redsky Memorial School will host a second session at their wilderness camp at the end of February, where the group will explore the concept of Fish Skin Tanning.

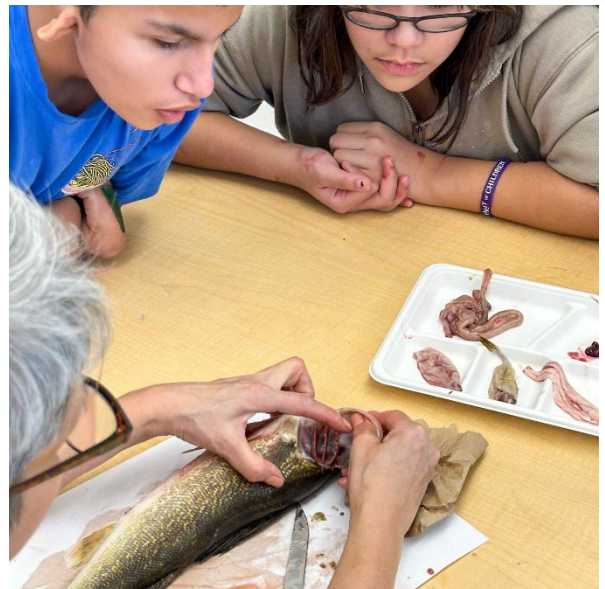
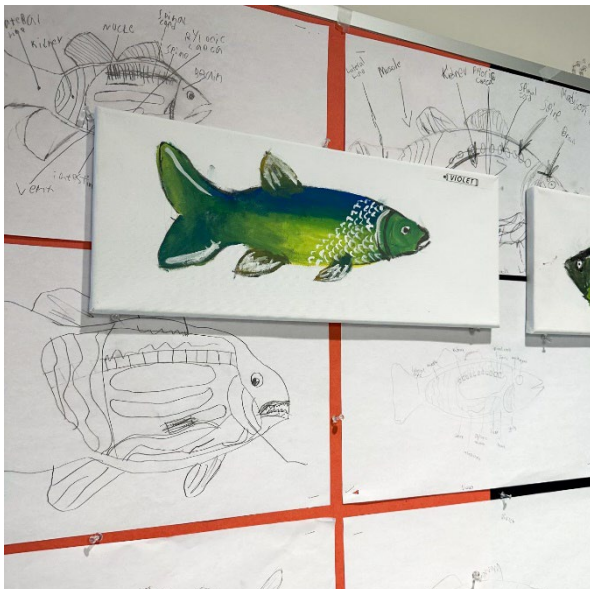


Photo Credit: Andrea Redsky, Harvey Redsky Memorial School

ASA Language & Culture Update

Pat Copenace

Anishinaabe Language & Culture Specialist, Anishinaabe Student Achievement

In January, ASA Staff member Pat Copenace travelled to Bemidji, Minnesota to attend a Snowsnake Making Workshop hosted by Manidoo Ogitigaan and taught by Kevin Finney, Ty Stately and Bob Shimek.

Snowsnake is a traditional Anishinaabe game played during the winter months. Historically, this game was played by all members of the community, according to Elders. It was a game, sometimes intense, competitive and showcases athletic ability and skills. It was referred to as a medicine game that lifted the spirits of the men during the winter months. The Snowsnakes are handmade, and the object of the game is to throw the Snowsnake the furthest distance along a smooth throw made in the snow.

It was requested by a few of the schools to bring back teachings and learn about this traditional game. The goal is to one day have friendly competitions within our schools.



These Snowsnakes are called Spirit Sticks.



One of the joys of travelling to communities is the scenery. Pat Copenace shared this picture of a natural rock formation located in Wabaseemoong of a turtle.

ASA Staff Updates
Cynthia Jourdain
Gaagikimiwaasowi, Anishinaabe Student Achievement

- Jasmine Darling has been with the ASA team for a year as the Administrative Assistant. She is proud of the learning and growth she has done in being part of the ASA team. She looks forward to working with the ASA schools and providing support wherever she can.
- Please welcome Ankit Dhungana to the team. He is our new Data Management IT Technician. In his first few weeks, he has been travelling with the team to get to know the communities and schools.



Education Partnership Program (EPP)

Cynthia Jourdain
Education Partnership Coordinator, Education Partnership Program

Niwiikongendomin Gidanishinaabemowinaan, Feast & Gathering

In September 2023, Bimose hosted our first ceremony and feast for our language, in Anishinaabemowin: "Niwiikongendomin Gidanishinaabemowinaan, Feast & Gathering". We honoured our language and also recognized our Anishinaabemowin teachers, fluent speakers and learners. The ceremony was held at the Wauzhushk Onigum Round House. We want to say Miigwech to the community and Chief Chris Skead for hosting our group. The 2-day ceremony was attended by 80 people and the majority of the ceremony was conducted in Anishinaabemowin. We will be holding seasonal feasts and ceremony for Anishinaabemowin in the future, so please watch for our event postings



EPP 2nd Annual Anishinaabemodaa Conference

On February 11th and 12th, 2024, 200 participants attended the “Anishinaabemodaa, Ever Good!” Conference in Winnipeg, MB, “Exploring Language Retention and Transmission Methods”. Over the 2 days, participants heard presentations on different learning methods, hearing, interacting and transmitting Anishinaabemowin. Content included playing games, singing songs, personal learning journeys, language transcription, the importance of language use in communities, immersion camp best practices, storytelling and an Aginjibagwesi Teaching (language bird). Anishinaabemowin Jeopardy was played by language speakers and youth and was a highlight for conference attendees. We had one room called “Anishinaabemowin Eta!” (Anishinaabemowin Only!) where fluent speakers and learners came to mingle and leave English at the door.

The group came together to start the formulation of a language plan for communities which was beautifully captured by ThinkLink Graphics artist, Winnie Boucha. Special miigwech to our Master of Ceremonies: Ricky White, for keeping things moving for 2-days, our lead Elders Sherry Copenace and Howard Copenace for their support and guidance and our three drums Niiyobinaysiik Traditional, Gaga-Kwiiwizens Traditional and Red Cloud Singers.

Gichi-miigwech to our list of presenters:

- Aandeg Muldrew – Lac Seul First Nation
- Alex Copenace – Naotkamegwanning First Nation
- Bernice Greene – Iskatewizaagegan #39 Independant First Nation
- Brian Cochrane – Rainy River First Nations
- Carol Beaulieu – Long Plain First Nation
- Chief Carrie Atatise-Norwegian – Gakijiwanong Anishinaabe Nation
- Dennis Chartrand – Duck Bay, MB
- Dustin Morrow – Lac Courte Oreilles Band of Lake Superior Chippewa, WI
- Edward Atatise Jr. – Gakijiwanong Anishinaabe Nation
- Evelyn Kennedy – Hollow Water First Nation
- Fawn Meshake – Ginoogaming First Nation
- Howard Copenace – Naotkamegwanning First Nation
- Jason Bone – Keeseekoowenin Ojibway First Nations
- Jason Jones – Nigigoonsiminikaaning First Nation
- Musquanaquot Rice – Wasauksing First Nation
- Ogimaawigwanebiik (Nancy Jones) – Nigigoonsiminikaaning First Nation
- Patricia Ningewance – Lac Seul First Nation
- Ron Indian-Mandamin – Iskatewizaagegan #39
- Wanda & Gloria Barker (The Barker Sisters) – Hollow Water First Nation, MB

It is our biggest event to date and we are pleased to see so many people interested in sharing their time and work with everyone. We look forward to hosting our 3rd Annual Anishinaabemowin Conference. Stay tuned!





Posterboard Artwork by Winnie Boucha of ThinkLink Graphics



Education Partnership Program (EPP) Staff Updates

- Please welcome Emily Kowbluk, the new EPP Administrative Assistant. She joined the team in November and has enjoyed helping with organizing the language conference and learning about the different programs and how we are involved with communities.
- Ashlee Tom is our new Structural Readiness Coordinator. She is busy planning training opportunities for our communities and is looking forward to sharing her skills and knowledge in her role.



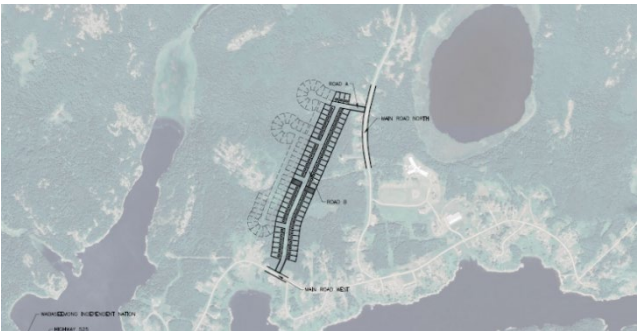
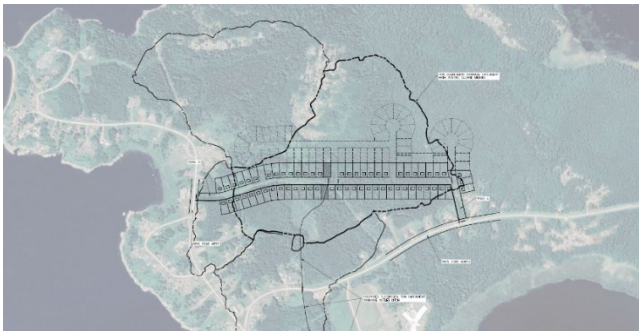
Kazu Laffin
Engineer In Training, Technical Services Department

The Technical Services Department, comprised of engineers and technicians, provides technical support to our member First Nation communities on various capital projects. Since the previous quarter, communities have received an influx in housing construction dollars; our technical team assisted communities in providing utility servicing to allow for housing construction, in addition to regular building code compliance inspections.

Several of our First Nation communities have undertaken major capital works in which the Tribal Council provides technical support to ensure project success. Noted below are project milestones to highlight some of our member First Nation’s continued development:

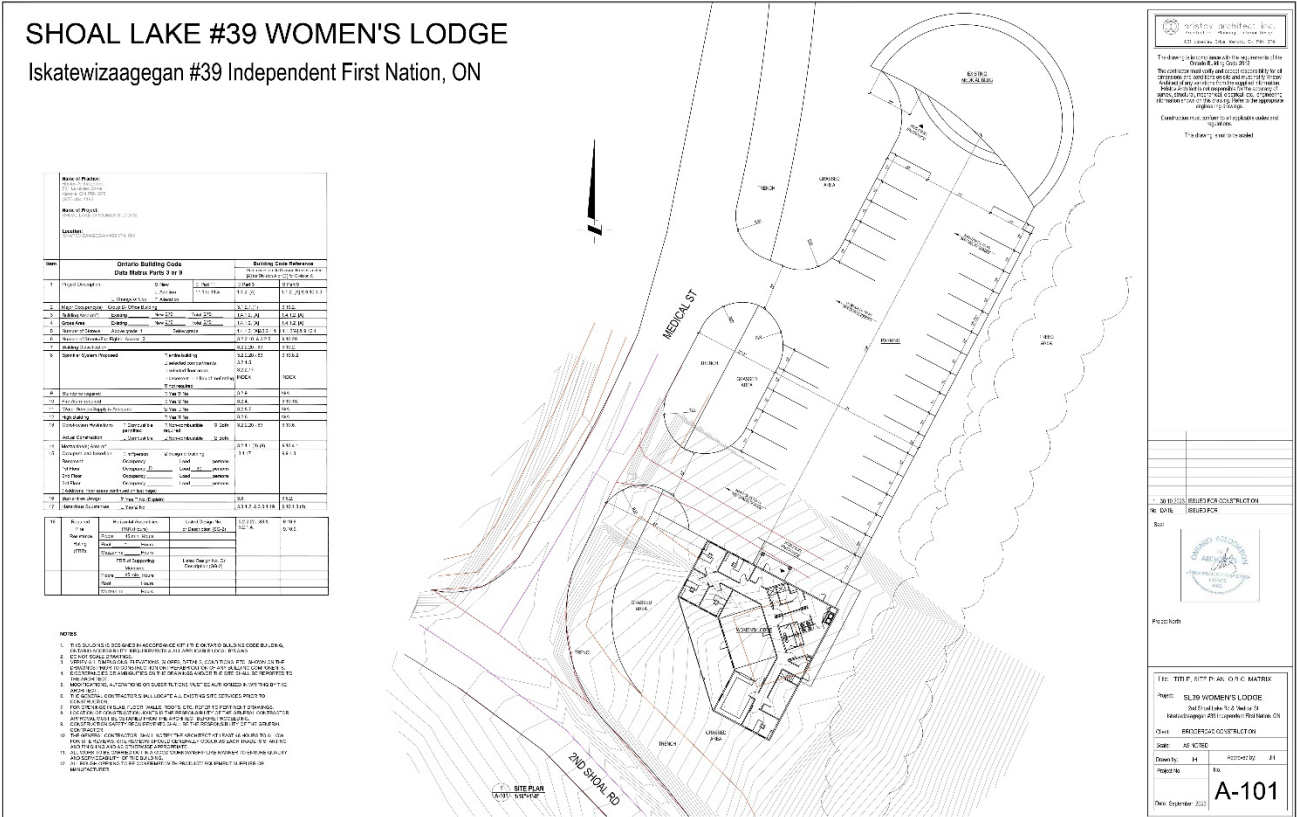
Wabaseemoong Independent Nations 63-lot Subdivision Project

The design of the residential subdivision has reached the 33% milestone. At this stage, the Class ‘C’ construction budget is estimated to be \$9,187,615. The project is expected to begin construction in June 2024. Tree clearing work of the roadway & lot fabric has commenced in consideration of migratory bird nesting periods, followed by additional topographical surveying.



Iskatewizaagegan #39 Independent First Nation Women’s Lodge Project

Construction of the Women’s Lodge Centre is well underway, structural and framing inspections have been completed to ensure building code compliance to architectural/engineering drawings. The project is expected to be completed by May 2024. The community will utilize this facility to support vulnerable populations, and provide a safe space for women, children and LGBTQ members.



Beverly Williamson
Policy Analyst

Boozhoo! I hope you have been enjoying the seasons by being outside with your family and friends! I have been extremely busy researching, writing and supervising our Social Media Coordinator, and Jordan’s Principle Regional Hub Team along with developing some key documents for our new entity, Gichi-Mikinaak Lodge.

This fall, I spent some time writing and drafting Gichi Mikinaak Lodge's Terms of Reference for our Lodge Committee including internal policies. There is much work to be done and more policies to be created! I look forward to this challenge! Soon after, I passed this important project on to our Business Analyst, Harold Piche. I have learned so much from doing this work and look forward to seeing our new Lodge in operation soon!

As Acting Manager for the Jordan’s Principle Regional Hub, I took on this role in August 2023. I was appreciative to be appointed to support our Service Coordinators and Support Workers and learn about Jordan’s Principle. It is my endeavour to support our Jordan’s Principle Regional Hub to be in a work environment that will result in growth opportunities such as setting goals, creating accountability and alignment of our administrative processes. Additionally, Jordan’s Principle Regional Hub has been planning and collaborating on application intakes as a priority for our Member First Nations children and their families.

The Jordan’s Principle Regional Hub and I met weekly to discuss administrative processes to develop routines related to client loads for each Service Coordinator, updated our consent form, intake form, presentation planning and other administrative tasks.

Please see Jordan’s Principle Regional Hub newsletter submission for events that they have done! ☺

Social media and websites are being well taken care of by Bimose Tribal Council’s Social Media Coordinator including photography. Mya is quite talented in her social media, website, newsletters and photography. In the future, you will see updates to our social media pages and website management for Bimose and Kiizhik School, so stay tuned!

Lastly, I have developed several internal policy documents relating to Communication to create maximum effectiveness, awareness, improve understanding and achievements for Bimose Tribal Council. The Personnel Policy is currently being drafted and updated. As a result of all this work, I note that policy work is always changing and evolving! I look forward to research and writing.

Projects, Collaborations and Meetings:

- Weekly Jordan’s Principle Team meetings
- Asubpeeschoseewagong First Nation Information Session
- Manager’s Meeting
- Gichi-Mikinaak Lodge Committee meetings
- Monthly Social Media Meetings
- Quarterly Board Meetings

Mya Horley
Social Media Coordinator

Boozhoo. I hope everyone enjoyed the Fall Feasts and Winter Break. Since my last update, I have continued wearing many hats by performing roles in photography, social media management and website content creation. In November, I completed Facebook Meta Training Certificate for Community Manager and it served as a refresher of Facebook’s tools and developing technology.

Facebook Analytics

I am pleased with the progress of the GGW Childcare and Bimose Tribal Council Facebook pages. Here are some fun Facebook statistics and milestones we achieved during the Fall/ Winter, from October 1, 2023 to February 29, 2024:

- Bimose Tribal Council’s Facebook Profile Visits increased by 11.5% compared to last period. While GGW Childcare’s Facebook Profile Visits have increased by 21.8%.
- Bimose Tribal Council gained 152 followers (15% growth improvement). GGW Childcare gained 45 followers (7% growth improvement).
- As of November 23, 2023, Kiizhik Elementary and Bimose Community High School are now managing their Facebook accounts.
- GGW Childcare received 22 more posts to the GGW Childcare page than the previous period and Engagement increased by 50.62% and.
- 151 different social media posts were created for our entities and programs.
- 8 Unique Job Ads were created, and those Ads received a Total Reach of 110,764.

Bimose’s Top Performing Organic Facebook Posts



This period’s top performing post, based on Reach, featured photographs from Day 1 of the 2nd Annual Anishinaabemodaa Language Conference.

Reach: 7,404
Engagement: 53

Organic: posts that are not boosted with payment.

Reach: number of unique viewers who saw the post



This period’s top performing post, based on Engagement, featured the announcement of Fawn Wapioke as Bimose’s newly appointed Executive Director.

Reach: 2,063
Engagement: 176

Engagement: number of actions taken (likes, comments, shares, clicks).

GGW Childcare’s Top Performing Organic Facebook Posts



This period’s top performing post, based on Reach, featured the children and staff showing their love and kindness on Pink Shirt Day, for anti-bullying.

Reach: 1,033
Engagement: 38



This period’s top performing post, based on Engagement featured the GGW Childcare staff at their Professional Development at Totem Lodge for “How Does Learning Happen”.

Reach: 172
Engagement: 48

Events Attended & Photographed

- October 6, 2023 – GGW Childcare: How Does Learning Happen - Sioux Narrows, ON
- October 13, 2023 – Kiizhik: Fall Harvest & Feast
- October 13, 2023 – Bimose: Fall Feast & Potluck
- October 20, 2023 – Jordan’s Principle: Jordan-iban River Anderson Birthday
- October 26, 2023 – GGW Childcare: GGW Fall Feast
- October 30 & 31, 2023 – Kiizhik: Halloween Activities
- November 7 & 8, 2023 – Bimose: Annual General Meeting – Winnipeg, MB
- November 17, 2023 – Kiizhik: School Visit for General Photos
- November 20, 2023 – Kiizhik: School Visit for General Photos
- November 29, 2023 – Technical Services: IMS Training – Dryden, ON

- December 8, 2023 – Staff Professional Development – Winnipeg, MB
- December 5, 2023 – GGW Childcare: Visit for General Photos
- December 14, 2023 - GGW Childcare: Visit for General Photos
- December 19, 2023 – Kiizhik: Pow Wow & Feast
- December 20, 2023 – Bimose: Saleem's Retirement
- January 18, 2024 – GGW Childcare: Visit for General Photos
- January 26, 2024 – GGW Childcare: Family Literacy Day
- January 26, 2024 – Bimose: Ice Fishing Team Building
- February 10 & 11, 2024 – EPP: 2nd Annual Anishinaabemodaa Conference – Winnipeg, MB
- February 28, 2024 – GGW Childcare: Pink Shirt Day

I always look forward to working with the Bimose, GGW Childcare and Kiizhik Education Corp. teams to shine a spotlight on each department's hard work to strengthen the Anishinaabe way. It is an honour to be included in these events and day-to-day activities to help build a better, stronger, healthier life for the Anishinaabeg.

Miigwech for the opportunity to serve this organization and our Member Communities.



IT Safety Tips

Cody Shaw

IT Coach, Anishinaabe Student Achievement

As a member of The IT team, I'd like to offer everyone some advice. As more of our work and information move from paper to files on our computers, we all need to be more cautious and aware of the risks and hazards involved with digital security.

It can be easy to be overwhelmed with all the ads, links, and emails we all get in our daily web browsing, research, and email communications. I hope to offer a few tips to help make everyone's use of the digital space safer and less stressful.

Email Safety

Currently the most common method of business communication is email, and it is ripe for scammers to try and make a quick buck.

This is achieved by trying to seem like a legitimate point of contact by trying to sell you a product or service, but remember, if you need something, it is far safer for you to look for it yourself and go to trusted websites or companies.

The second method is to try and impersonate someone you may know. It is very easy for your basic info, such as name and place of work, to fall into the hands of those who wish to trick others.

If you receive an email from what seems to be someone you know, you should first look more closely.

1. It is easy to change the username of your email to say you are anyone, but the email address is not so easy to change. If the email does not match the emails you know, that is a scam.
2. The other clue is if the impersonator is making odd requests not aligned with the person they are impersonating. You can always call the person you suspect is being impersonated and double-check directly.





Caution Searching the Web

When it comes to surfing the web to search for products, services, or resources, some caution should be taken here.

1. Be clear with your browser searches.
2. Head directly to the sites you trust and are well known, and avoid clicking on flashy ads or articles.
3. The fewer detours you take, the less likely you will end up on sketchy sites or at risk of losing your information.
4. It never hurts to double-check the web address of the site you are currently on to see if it matches the site you intended to visit.
5. If the site looks like it's an authentic site but the web address is all wrong, you have likely been redirected and should exit out of the page.

If Something Feels Off, Ask for Help

And the most important information of all: if something feels off, or you are unsure whether what you see is legitimate, always ask your IT experts and friends for help.



Bimose Staff Features



Boozhoo,

My name is Harold Piche. I am one of the newer members of the Bimose Tribal Council Team, and my role is as the Business Analyst. My current duties include assisting the Gichi-Mikinaak Committee to ensure that all business processes for the project are in place. We have completed the Business Case for the lodge—which defends its feasibility for success. I am now working to complete the Business Plan to present to the committee. This is a vital document outlining how the project will operate, and who will be responsible for managing, staffing, and marketing the project.

The business plan will be the go-to document in ensuring the project goes as planned and will be used to evaluate the successes and challenges of the project as it moves forward. This gives us the ability to adjust the plan to mitigate the challenges and enhance the successes.

I will also be working with the communities to enhance the interest in studying financial management within their own communities. This will include bookkeeping, accounting, and business development. I will also analyze all other business entities in Bimose to help ensure their future success.

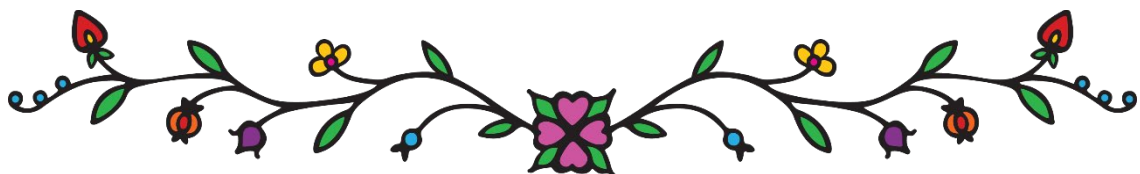
My background is an eclectic combination of enterprises. I started at a young age in retail, hospitality, and financial management. I have a Bachelor of Science degree in Business Administration and am a Certified Aboriginal Financial Manager (CAFM) and a Certified Aboriginal Professional Administrator (CAPA). I have

been working with Anishinaabe people organizations for more than 30 years, and the last 10 years as the Director of Finance and Administration for the Wabaseemoong Child Welfare Authority.

This is an exciting and challenging new opportunity, and I am looking forward to the continued future success of the organization.

Miigwetch!

Harold Piche
Business Analyst
hpiche@bimose.ca
(807) 468-5551 x 221



Congratulations on Your Retirements: Saleem & Louie

Catherine Cadieux
Executive Assistant



It is with appreciation that we announce the retirement of our colleague, Saleem Memon.

Saleem joined the Bimose Tribal Council team in 2022 with an impressive 40 plus years of experience as a Professional Engineer. For 2 years, Saleem has played an instrumental role as an integral member of our Technical Services department.

His wealth of knowledge and expertise has undoubtedly left an indelible mark on our organization and Member First Nations.

Congratulations on your retirement Saleem! May your next adventure be as rewarding and fulfilling as your illustrious career.



It is with mixed emotions that we share the news of Louie Seymour’s well-deserved retirement after nearly 30 years of outstanding service as our Economic Development Advisor.

Louie’s retirement marks the end of an era defined by his unwavering dedication, exceptional leadership and steadfast commitment to Bimose Tribal Council, Kakina and our Member First Nations.

Throughout his remarkable tenure, Louie has played a pivotal role in numerous achievements and milestones. He leaves behind a legacy that will be remembered and appreciated for years to come.

“Louie, your dedication, leadership and positive spirit have made an enduring impact on all of us, and while your absence will be deeply felt, we also celebrate the exciting adventures that await you in retirement. May your new chapter be filled with endless joy, relaxation and fulfillment.”

Congratulations, Louie, on a retirement that is truly well-deserved!



Welcome New Employees



- Fawn Wapioke, *Executive Director*
- Brad Anderson, *Jordan's Principle Service Coordinator*
- Harold Piche, *Business Analyst*
- Ashlee Tom, *Structural Readiness Coordinator*
- Cynthia Jourdain, *Gagiikimaasowi*
- Emily Kowbluk, *EPP Administrative Assistant*
- Jessica McDonald, *Jordan's Principle Support Worker*
- Ankit Dhungana, *Data Management IT Technician*



- Melissa Plomp, *Principal*
- Tracey Bichon, *CO-OP Teacher*
- Raya Lebel, *Education Assistant*
- Donna Indian, *Mental Health & Wellness Coordinator*
- Skyler Henley, *Relief Custodian*



We're Hiring!



**WE'RE
HIRING**

Available Roles

- Anishinaabe Student Counsellors
- Economic Development Advisor
- Technical Services Advisor
- Language Teacher
- Special Education Teacher
- Relief Childcare Staff

**FOR MORE INFORMATION
GO TO [BIMOSE.CA/CAREERS](https://bimose.ca/careers)**

APPLY NOW!

Bimose Tribal Council is growing and we're looking to hire for a number of roles within our Central Office, Kiizhik Education Corporation and Gaagagegiizhigook Childcare Centre.

Explore BTC's career opportunities by visiting bimose.ca/careers. You can apply by email at careers@bimose.ca or by our handy online form.



BIMOSE
TRIBAL COUNCIL



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Anishinaabe Floral Set art from Neebinnaukzhik Southall, Neebin Studios.

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