



  
**NORTH SHORE**  
Mi'kmaq Tribal Council

**Annual Report**  
2023-2024



## CONTENTS

- 2 INTRODUCTION**  
Message from the Chair  
Message from the General Manager
- 3 OUR ORGANIZATION**  
Governance  
Board of Directors  
Departments
- 6 YEAR IN REVIEW**  
Highlights  
Statement of Operations
- 10 ACKNOWLEDGEMENTS**  
Special Mentions  
Photography  
Funding Partners
- 12 CONTACT US**

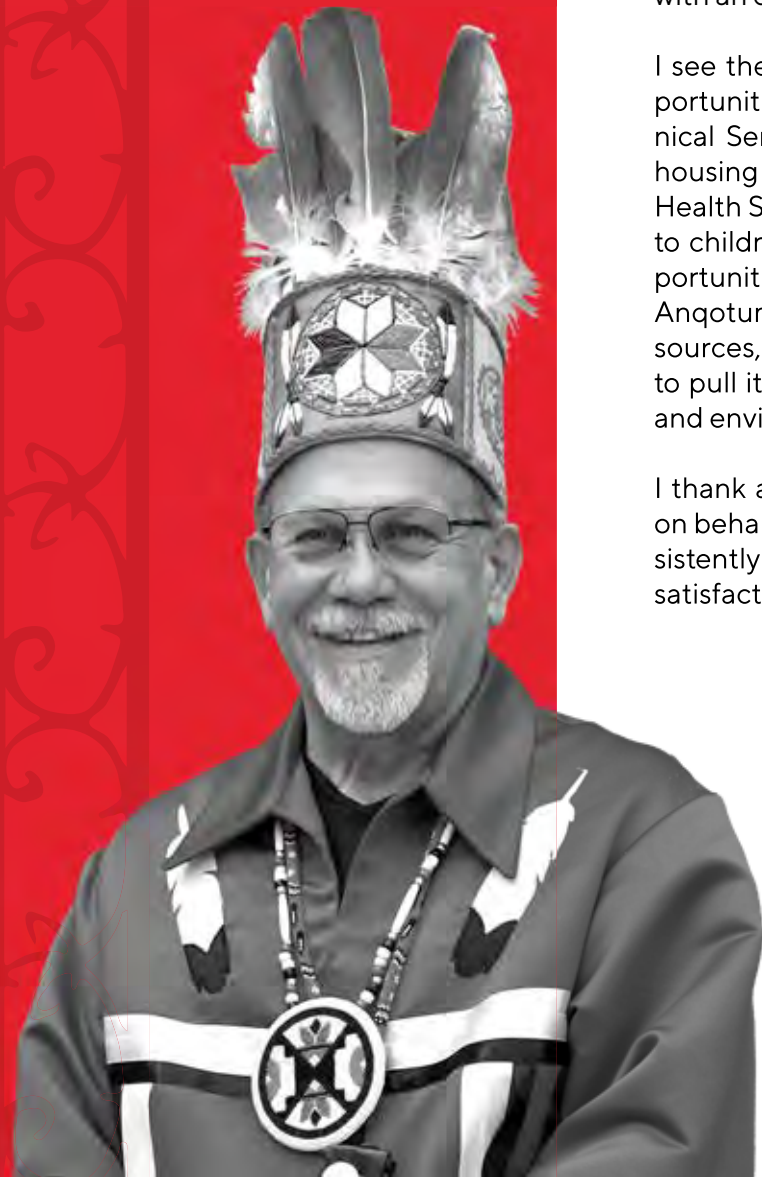
### PJILA'SI

We are pleased to present the North Shore Mi'kmaq Tribal Council (NSMTC)'s 2023-24 Annual Report.

This report is more than just a summary of our activities from April 1st to March 31st – it is a celebration of who we are and what we have accomplished over the past year. Within these pages, you will learn about the care and dedication that drives our work, for the betterment of the People of our seven Mi'kmaq Member Nations.

Wela'lieg for joining us in sharing our story.





## MESSAGE FROM OUR CHAIR

Pjilita'qw! Welcome from our homeland, Mi'gma'gi, the unceded territory of our ancestors from time immemorial! I am pleased to share the NSMTC's 2023-24 Annual Report for your review.

This was a very productive and extremely busy year. Our organizational growth has required a review and update of our Bylaws and policies to ensure proper management and administration of our organization and the many programs we manage and deliver on behalf of our communities and members.

Our Chiefs and senior management have dedicated themselves to ensuring we have the right people in the right roles and that we are consistently moving forward with an engaged team.

I see the 2024-25 fiscal year promising continued opportunities for growth for our communities. Our Technical Services team continues to grow in the fields of housing and infrastructure; we continue to expand our Health Services team to support education and services to children via Jordan's Principle; we are exploring opportunities in Energy Services, and Fisheries Science via Anqotum Resource Management; and our Human Resources, Financial, and Administrative teams, who work to pull it all together. We need to do this in a culturally and environmentally respectful way.

I thank all our staff for their dedication and innovation on behalf of our First Nations and our partners. We consistently deliver beyond our size and should take great satisfaction in our accomplishments.

Wela'liek!

Chief George Ginnish, NSMTC Chair  
On behalf of the NSMTC Board

## MESSAGE FROM OUR GENERAL MANAGER

The 2023-24 fiscal year has been both busy and exciting for the North Shore Mi'kmaq Tribal Council! Our many departments have been hard-at-work to coordinate services, projects, funding, and training for our seven member communities.

The scope of the NSMTC continues to expand as we explore new opportunities for our Member Nations. Our Energy Services department has completed its first year of operation and has initiated several new projects to steer our communities toward a sustainable future. I have also had the privilege of attending many gatherings this year, where I have been able to form strategic partnerships on behalf of our organization.

The NSMTC has grown considerably over the last year. We promote a caring workspace that values family and work-life balance. With each new team member, we have a greater capacity to serve our communities.

I am proud of the role we have played in helping our Mi'kmaq Nations reach self-determination. I look forward to seeing what the next year has in store!

Jim Ward, NSMTC General Manager

*"The scope of the NSMTC continues to expand as we explore new opportunities for our Member Nations."*



## OUR ORGANIZATION

The North Shore Mi'kmaq Tribal Council (NSMTC) Inc. is a not-for-profit organization that provides service and support to seven member First Nation communities - Amlangog (Fort Folly) First Nation, Tjipögtötjg (Buctouche) First Nation, L'nui Menikuk (Indian Island) First Nation, Natoaganeg (Eel Ground) First Nation, Metepenagiag (Red Bank) Mi'kmaq Nation, Oinpegitjoig (Pabineau) First Nation, and Ugpi'ganjig (Eel River Bar) First Nation. Additionally, we extend our services to as many as 25 other First Nation communities across Atlantic Canada.





## GOVERNANCE

The North Shore Mi'kmaq Tribal Council is governed by a Board of Directors. Organizational operations are conducted on behalf of the board by General Manager Jim Ward, who oversees the NSMTC's ever-expanding staff.

## BOARD OF DIRECTORS

Our NSMTC Board of Directors is comprised of Chiefs from our seven Member Nations.



**Elder Gordon LaBillois**



**Chief George Ginnish**  
Natoaganeg First Nation, Chair



**Chief Jake Caplin**  
Ugpi'ganjig First Nation



**Chief Terry Richardson**  
Oinpegitjoig First Nation



**Chief Bill Ward**  
Metepenagiag Mi'kmaq Nation



**Chief Kenneth Barlow**  
L'nui Menikuk First Nation



**Chief Vincent LeBlanc**  
Tjipögtötjig First Nation



**Chief Rebecca Knockwood**  
Amlamgog First Nation



**Jim Ward**  
General Manager



**Rosalie Francis**  
Legal Counsel

## DEPARTMENTS

### *Executive Administration*

Executive Administration encompasses Office Management, Human Resources, Communications, and Finance. Our Executive Administration team offers administrative support to the Board of Chiefs and operational support to all other NSMTC departments for efficacy and organizational health.

### *Anqotum Resource Management*

Anqotum Resource Management is an Aboriginal Aquatic Resources Ocean Management (AAROM) body that works with eight Mi'kmaq communities (Ugpi'ganjig, Oinpegitjoig, Natoaganeg, Metepenagiag, L'nui Menikuk, Tjipögtötjig, Amlamgog, and Elsipogtog). The department carries out various environmental initiatives that protect our terrestrial and aquatic resources, such as the collection of traditional knowledge, habitat restoration, education, research, and fostering stewardship and strategic partnerships.

### *Emergency Management Operations*

Our Emergency Management Operations team is responsible for planning, coordinating, and executing strategies to prepare for, respond to, and recover from emergencies or disasters. This sub-department's primary objective is to safeguard our First Nation communities during crisis situations.

### *Energy Services*

The NSMTC Energy Services department works to foster opportunities for Indigenous inclusion in the energy sector in New Brunswick and to support NSMTC Member Nations in advancing toward a more sustainable future.

### *Health Services*

The NSMTC Health Services department provides quality and equitable health-related resources, advocacy, and support in a timely, collaborative, family-centred, strength-based, and culturally meaningful manner, with Indigenous languages, cultures, and teachings at the centre. Alongside coordinating services, the department strives to see self-determination within our Member Nation communities.

### *Post-Secondary Education*

The NSMTC Post-Secondary Education depart-

ment strives to increase post-secondary enrollment and graduation rates among students in our seven Member Nation communities. Students enrolled through our program are provided with funding and support which may include tuition, books and supplies, travel, living allowance, and tutoring.

### *Indigenous Skills and Employment Training*

The Indigenous Skills and Employment Training (ISET) Program is designed to help Indigenous people improve their skills and find employment. Our ISET team coordinates culturally safe job training opportunities and offers support for individuals as they seek to enter the job market.

### *Technical Services*

The NSMTC Technical Services department provides essential housing and infrastructure advisory and support services to our Member Nation communities. This includes asset and maintenance management support, geographic information system design and user support, housing services, solid waste management and recycling supports, and capacity-building and operations support for water and wastewater systems operations.



NSMTC Health Services Coordinators, Farah MacMillan and Bradley Babineau, with our Jordan's Principle Spirit Bear, Ginuptjij.





NSMTC Service Coordinator Assistant, Shalyn Ward, celebrates the opening of the Nignen Women's Shelter in Natoaganeg.



NSMTC General Manager, Jim Ward, speaks at a press event announcing an agreement with Moltex and ARC Clean Technology.



NSMTC Field Technician, Joe Augustine, teaches students at Metepenagiag School about aquatic species at risk.



The NSMTC's Energy Services team, Marissa Lewis, Taylor Simon, and Kevin Woods, discuss energy sector opportunities.

# HIGHLIGHTS

## Events

- ▶ We hosted the Early Childhood Educators Conference to provide a platform for professional development for Tribal Councils in New Brunswick.
- ▶ Our 2nd Annual Atlantic Indigenous-Led Energy Symposium took place in September, bringing together leaders from First Nation communities, utilities, government, and industry, for conversations focused on advancements in the energy sector.
- ▶ We partnered with other Atlantic First Nation organizations to host the 2023 Atlantic Emergency Management Conference, highlighting the importance of collaboration and partnerships when managing crisis situations.
- ▶ We participated in various events throughout Canada and globally as speakers, panelists, and attendees, to showcase our Indigenous leadership and the great work our organization does.

*“These events are vital to ensure our community members are engaged in what we do.”*

- ▶ We hosted countless events at the community level, including training programs, workshops, summer camps, learning and listening sessions, and more. These events are vital to making sure our community members are engaged in what we do.

## Projects

- ▶ We assisted Natoaganeg First Nation and Metepenagiag Mi'kmaq Nation with the design and construction of new Child and Family Services buildings for their communities. Both of these buildings are amongst the first net-zero public buildings in New Brunswick.
- ▶ We assisted Natoaganeg with the design and construction of the Nignen Women's Shelter. This is the first Indigenous shelter to be opened on-reserve in New Brunswick.
- ▶ We partnered with NB Power to design and implement the NB Power First Nation Energy Efficiency Program.

- ▶ We wrapped up our Cultural Identity Preservation Project, Authentic Artworks, by presenting aerial photographs of each of our Member Nations to our North Shore Mi'kmaq Tribal Council Chiefs.
- ▶ We worked with our Member Nations to survey community fire hydrants, ensuring that all hydrants were functioning and properly marked.
- ▶ We supplied each Band Office with two resource computers that community members can use to prepare resumes or conduct job searches.
- ▶ We helped found the Operator Advisory Group (OAG) through our not-for-profit arm, Weso'tmk Samqwan Incorporated. The OAG meets monthly to ensure operators receive up-to-date training and learn about new technologies.

## Milestones

- ▶ The NSMTC signed a first-of-its-kind agreement with Moltex and ARC Clean Technology that positions our Member Nations as equity shareholders in the development of Small Modular Reactors in New Brunswick.
- ▶ Our NSMTC Indigenous Skills and Employment Training team was awarded the highest level of performance by Indigenous Services Canada.
- ▶ The NSMTC signed service and migration agreements with ESRI Canada to expand our use of geomatic systems.
- ▶ We exceeded the New Brunswick Post-Secondary Education, Training and Labour's pay-for-performance targets.

## Growth

- ▶ The NSMTC launched a new department in 2023. The NSMTC Energy Services department was created to champion Indigenous inclusion in energy and sustainability initiatives. During its inaugural year, the department identified opportunities for funding and partnerships, and initiated clean energy projects at the community-level.
- ▶ We created and filled several new positions, including an office manager, administrative support staff, a financial analyst, case workers, program and service coordinators, an Indigenous Doula, and many more. Our staff continue to develop professionally through courses and training. This year, we saw many staff acquire new certifications including in deep scuba diving and asset management.

# LET'S TALK NUMBERS

We performed **250** residential home inspections throughout Atlantic Canada for the Canada Mortgage Housing Corporation (CMHC) On-Reserve Residential Inspection Program.

We performed **200** inspections for new constructions to ensure they met residential code compliance.

We removed **12,000** lbs of discarded gear and **77** discarded traps from the Gulf of St. Lawrence.

The total number of children and youth who have received services through our Jordan's Principle program reached **918**.

We had **26** of our sponsored post-secondary students graduate this year.

Our geomatics teams completed **35** maps and **25** geographic-feature layers, giving us better visualization of Mi'gma'gi.

We completed **4** Asset Management Plans. All **7** of our Member Nation communities now have Asset Management Plans in place.

We captured, tagged, and released **250** Atlantic salmon smolts and **54** American eels, to facilitate predation research on the Miramichi River.

We presented Academic Achievement Awards to **26** of our sponsored post-secondary education students who had a GPA of **3.0** or higher.

We taught **120** school-aged kids about aquatic species at risk through our environmental learning programs.

We grew our organization from **53** staff at the beginning of the year to **72** staff by the end of the year.

We served our **7** Member Nations, valuing the **7** sacred teachings, **2**-eyed seeing, and sustainability for the next **7** generations.



## STATEMENT OF OPERATIONS

*Year Ended March 31, 2024*

\*Figures presented below are in draft format; subject to change upon receipt of final audited statements from appointed auditors.

REVENUES	2024	2023
Indigenous Services Canada	\$ 22,559,827	\$ 18,251,258
Other revenue	\$ 3,436,530	\$ 3,063,240
Department of Fisheries and Oceans	\$ 1,283,336	\$ 1,751,688
Service Canada	\$ 1,535,135	\$ 2,004,272
Other federal and provincial funding	\$ 604,935	\$ 328,882
Interest income	\$ 930,324	\$ 289,949
Province of New Brunswick	\$ 860,694	\$ 445,667
Canada Mortgage and Housing Corporation	\$ 242,702	\$ 263,347
Unrealized (loss) gain on marketable securities	\$ 44,832	(\$ 27,921)
Dividend income	\$ 12,558	\$ 11,553
	<b>\$ 31,510,873</b>	<b>\$ 26,381,935</b>

EXPENDITURES	2024	2023
Health programs	\$ 15,941,085	\$ 12,619,519
Technical services programs	\$ 4,923,033	\$ 4,149,576
Training program	\$ 1,737,159	\$ 2,001,637
Post-secondary program	\$ 1,491,742	\$ 1,452,910
Fisheries programs	\$ 1,313,352	\$ 1,785,783
Energy services program	\$ 1,059,884	\$ 144,614
Economic development programs	\$ 821,282	\$ 572,131
Administrative salaries and employee benefits	\$ 633,699	\$ 469,945
Miscellaneous and membership fees	\$ 288,385	\$ 456,238
Executive compensation	\$ 385,450	\$ 253,400
Travel	\$ 233,949	\$ 112,350
Office supplies and equipment	\$ 134,794	\$ 41,555
Professional and consulting fees	\$ 89,715	\$ 63,317
Building overhead	\$ 52,364	\$ 51,335
Interest and bank charges	\$ 21,577	\$ 13,798
Amortization	\$ 1,603	\$ 1,670
	<b>\$ 29,129,073</b>	<b>\$ 24,189,778</b>
<b>EXCESS OF REVENUES OVER EXPENDITURES</b>	<b>\$ 2,381,800</b>	<b>\$ 2,192,157</b>

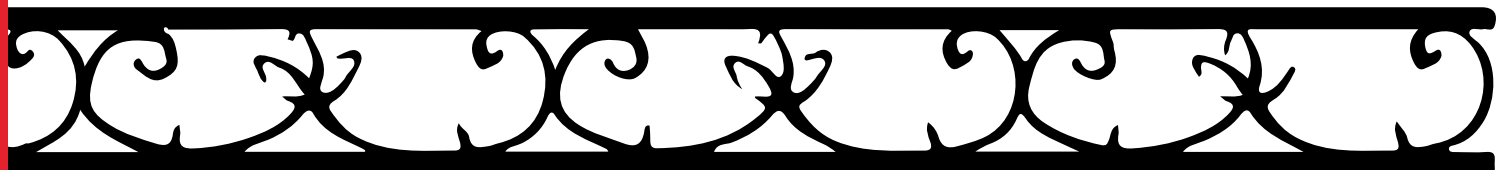


## SPECIAL MENTIONS

The North Shore Mi'kmaq Tribal Council would like to extend special thanks to all those who have contributed to our success over the last year.

- ▶ To our NSMTC Member Nation Chiefs and Elder, for their wisdom, direction, and guidance.
- ▶ To our ever-growing staff, for their hard work and dedication in meeting the needs of our communities.
- ▶ To our corporate partners, for supporting Indigenous leadership and taking strides toward Truth and Reconciliation.
- ▶ To Our People, for your trust. Only together can we achieve self-determination within our communities.

# WELA'LIEG



## PHOTOGRAPHY

Photos included in this report were contributed by Nelson Cloud.

## FUNDING PARTNERS

Assembly of First Nations  
 Atl. Policy Congress of First Nation Chiefs Secretariat  
 Government of Canada  
 Atlantic Canada Opportunities Agency  
 Canadian Heritage  
 Employment and Social Development Canada  
 Fisheries and Oceans Canada  
 Global Affairs Canada  
 Indigenous Services Canada  
 Library and Archives Canada  
 Natural Resources Canada  
 Service Canada  
 Canada Mortgage and Housing Corporation

Canadian Rivers Institute  
 Elections Canada  
 First Nations Education Initiatives Inc.  
 The Foundation for Conservation of Atlantic Salmon  
 Joint Economic Development Initiative  
 Nature NB  
 Government of New Brunswick  
 Indigenous Affairs  
 Natural Resources and Energy Development  
 Post-Secondary Education, Training and Labour  
 Regional Development Corporation  
 Unama'ki Institute of Natural Resources





# NORTH SHORE

## Mi'kmaq Tribal Council

**NSMTC Main Office**

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506.627.4611 | info@nsmtc.ca

*Executive Administration  
Energy Services  
Indigenous Skills & Employment Training  
Jordan's Principle  
Post-Secondary Education*

**NSMTC Technical Services Office**

47 Church Road  
Natoaganeg First Nation  
New Brunswick E0K 1B0  
506.627.4611

*Technical Services  
Circuit Rider Training Program  
Green Communities  
Housing & Infrastructure  
Water & Wastewater*

**NSMTC Health Services Office**

76 Shore Road, PO Box 411  
Metepenagiag Mi'kmaq Nation  
New Brunswick E9E 1A6  
506.627.4611 | healthservices@nsmtc.ca

*Aboriginal Diabetes Initiative  
Early Learning & Childhood Education  
Maternal Child Health & FASD Prevention  
Supported Child Development*

**NSMTC Anqotum Resource Management Office**

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506.627.2730 | anqotum@nsmtc.ca

*Anqotum Resource Management  
Emergency Management Operations*

# NSMTC.CA

