

ANNUAL REPORT

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23-24



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OUJE-BOUGOUMOU
CREE NATION





Photo Credit: Thy Le

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OUJE-BOUGOUMOU
CREE NATION

CHIEF & COUNCIL PORTFOLIOS



Gaston Cooper
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Governance / Communication /
Administration / Finance
Public Safety

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Angel Mianscum
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Capacity Building/ Education

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Karen Bosum
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Community Development/ Housing/
Economic Development

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Suzanne Kitchen
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Health & Social/
Spirit & Unity/ Elders

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During my campaign, I made no specific promises, as I believe in the power of collective effort to meet our community's needs. My guiding principle has always been, "You cannot help others until you've helped yourself." Understanding that healing and challenges are a lifelong journey for each of us inspired me to run for Council.

In closing, I would like to thank Chemindoo for all He has done for me and express my gratitude to the community members for believing in me.

Miigwetch.

Councillor Suzanne Kitchen

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Round Table discussions at our Community Assembly

OFFICE OF THE DEPUTY CHIEF



Angel Mianscum - Deputy Chief

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To the Nex-Gen, I emphasize that your actions today will shape not only your future but also the future of our community.

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Wachiyek Ouje-Bougoumou Eenuch,

First and foremost, I want to express my gratitude for taking the time to review this document, provided to you for your information. It is an honor to address this report to you, my fellow Ouje-Bougoumou Eenuch, now as your Deputy Chief following my tenure as your previous councillor.

Over the past four years, I've undergone significant learning and gained fresh perspectives on many operational aspects and needs of our organization. Transitioning from my role at COTA to a leadership position within my home community has been a profound experience. I'm committed to embracing this

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EXECUTIVE STAFF ᐅᑦᑭᑦᑎᑦᑕᑦ ᑲᑦ ᑳᑲᓂᑦᑲᑦᑲᑦ	
Caroline George ᑲᑦᑕᑦᑕᑦ ᑱᑦᑕᑦ	Executive Assistant ᑲᑦ ᐅᑦᑭᑦ ᑕᑦᑲᑦᑕᑦᑕᑦ ᑕᓂᑦᑕᑦ ᐅᑦᑭᑦ ᑲᑦ ᑳᑲᓂᑦᑲᑦᑲᑦ
Melanie Rivard ᑭᑕᓂᑦ ᑲᑦᑕᑦᑕᑦ	Financial Funding Officer ᑲᓂᑕᑦᑲᑦ ᑲᑦ ᑕᑦᑕᑦᑕᑦ ᑭᑕᑦ ᑕᑦᑲᑦᑕᑦᑕᑦᑕᑦ
Paulina Cooper ᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦ	IT Technician ᑲᑦ ᑕᑦᑕᑦᑕᑦᑕᑦ ᑲᑦ ᑕᑦᑕᑦᑕᑦ
Lance Cooper ᑕᑦᑕᑦ ᑕᑦᑕᑦ	Communications & Public Relations Officer ᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦ

DIRECTOR GENERAL

The 2023 recipients received their awards in the following categories:
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COMMUNITY MEMBER RECOGNITION AWARDS ᐅᐱᐱᑲᑲ ᐱᑲᑲ ᐅ ᑲᑲᑲᐱᑲᑲᑦ ᐱᑲᑲ:	
Community Role Model Award ᐅᑕ ᑲᑲᑲᑲᑲᑲᑲ ᐅᑲ ᑲᑲ ᑲᐱᑲᑲᑲᑲ	Carrie Bush ᑲᑲ ᑲᑲ
Volunteer of the Year Award ᐅ ᐱᑲᑲᑲ ᑲ ᐱᐱᑲᑲ ᑲ ᐱᑲᑲᐱᑲᑲᑲᑲ ᑲᑲᑲᑲ ᐅ ᐱᑲᑲᑲᑲᑲᑲᑲᑲ ᐱᑲᑲᑲ	Daisy Shecapio ᑲᑲ ᑲᑲᐱᑲ
Artisan Award ᑲᑲᑲᑲ ᐅᐱᑲ ᐱᑲᑲᑲᑲᑲᑲ ᐅ ᐅᑲᑲᑲ ᑲᑲᑲᑲ ᐅᑲᑲᑲ ᐅ ᐱᑲᑲᑲᑲᑲᑲ	Valentina Bosum ᑲᑲᑲᑲᑲ ᐱᑲᑲᑲ
Healthy Lifestyle & Wellness Award ᑲᑲᑲᑲᑲᑲᑲᑲᑲ ᐅᐱᑲ ᑲᑲᑲᑲᑲᑲᑲ ᐱᑲᑲᑲ	Nathaniel Poucachiche ᑲᑲᑲᑲᑲ ᑲᑲᑲᑲ
Community Employee Award ᐅᑕ ᑲᑲᑲᑲᑲᑲᑲ ᐅ ᑲᑲᑲᐱᑲᑲᑲᑲ ᐱᑲᑲᑲᑲᑲ	Marin Lewis ᑲᑲᑲᑲ ᑲᑲᑲᑲ
Education Award ᑲᑲᑲᑲᑲᑲᑲᑲᑲ ᐱᑲ ᐅᐱᑲ ᑲᑲᑲᐱᑲᑲᑲᑲ	Xandra Bosum ᑲᑲᑲᑲᑲᑲ ᐱᑲᑲᑲ
Youth of the year Award ᐅᑲᑲᑲᑲ ᐅ ᑲᑲᑲᐱᑲᑲᑲᑲ	Bryton Mianscum ᑲᑲᑲᑲᑲ ᑲᑲᑲᑲᑲᑲ
Elder of the Year ᑲᑲᑲᑲ ᐅ ᑲᑲᑲᐱᑲᑲᑲᑲ	Alice Shecapio Blacksmith ᐱᑲᑲ ᑲᑲᐱᑲ ᐱᑲᑲᑲᑲᑲᑲ
Hunter of the Year ᑲᑲᑲᑲᑲᑲ ᐅ ᑲᑲᑲᐱᑲᑲᑲᑲ	Robert Shecapio Blacksmith ᑲᑲᑲᑲ ᑲᑲᐱᑲ ᐱᑲᑲᑲᑲᑲᑲ

CORPORATE TREASURER

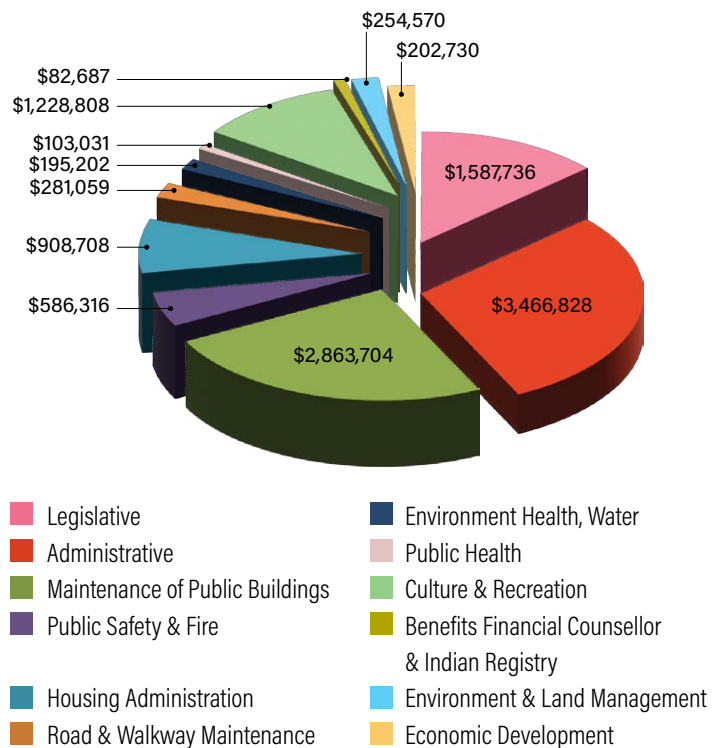


Connie Bosum
Corporate Treasurer

As Treasurer, it is my responsibility to report to both Cree Nation Government and Ouje-Bougoumou Cree Nation on the use of these fund.

Ouje-Bougoumou Cree Nation's Operations & Maintenance budget for 2023-2024:

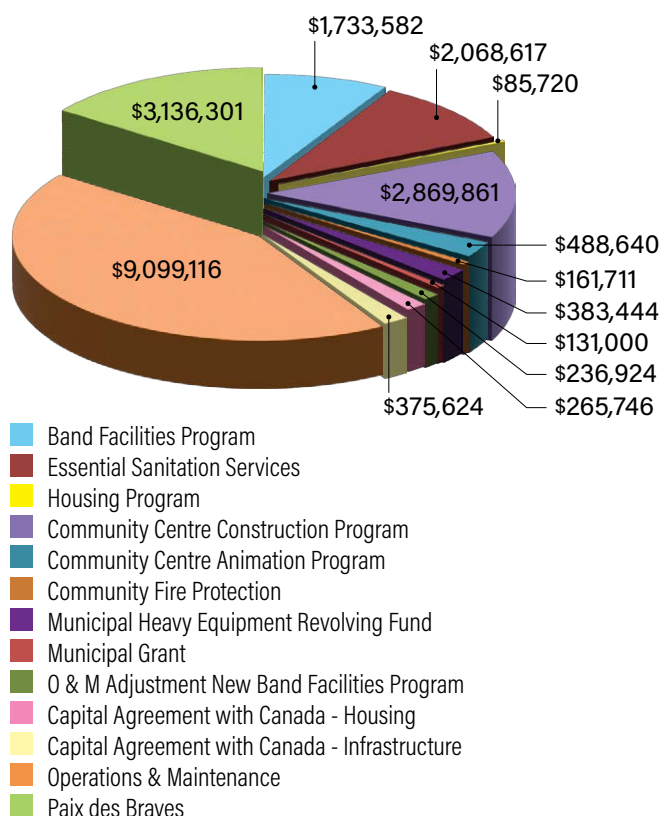
Legislative	1,587,736.00
Administrative	3,466,828.00
Maintenance of Public Buildings	2,863,704.00
Public Safety & Fire	586,316.00
Housing Administration	908,708.00
Road & Walkway Maintenance	281,059.00
Environment Health, Water	195,202.00
Public Health	103,031.00
Culture & Recreation	1,228,808.00
Benefits Financial Counsellor & Indian Registry	82,687.00
Environment & Land Management	254,570.00
Economic Development	202,730.00





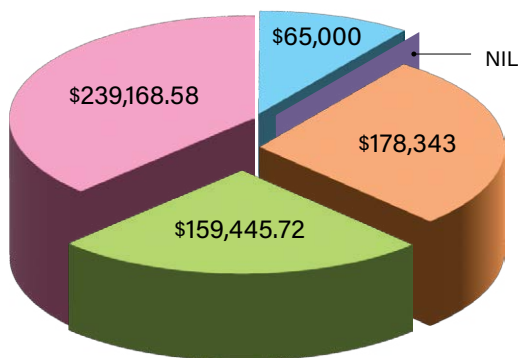
Ouje-Bougoumou Cree Nation receives funding from various agreements through the Cree Nation Government for 2023-2024:

Band Facilities Program	1,733,582.00
Essential Sanitation Services	2,068,617.00
Housing Program	85,720.00
Community Centre Construction Program	2,869,861.00
Community Centre Animation Program	488,640.00
Community Fire Protection	161,711.00
Municipal Heavy Equipment Revolving Fund	383,444.00
Municipal Grant	131,000.00
O & M Adjustment New Band Facilities Program	236,924.00
Capital Agreement with Canada - Housing	265,746.00
Capital Agreement with Canada - Infrastructure	375,624.00
Operations & Maintenance	9,099,116.00
Paix des Braves	3,136,301.00



Ouje-Bougoumou Cree Nation also receives funding from James Bay Eeyou Corporation and the Board of Compensation:

James Bay Eeyou Corporation - Community Fund	65,000.00
James Bay Eeyou Corporation - Cree Economic Assistance Fund	NIL
James Bay Eeyou Corporation - Mitigating Works Fund	178,343.00
Board of Compensation - Economic Development Fund	159,445.72
Board of Compensation - Community Fund	239,168.58



We trust that this Annual Report will assist our members to better understand the financial affairs of the Ouje-Bougoumou Cree Nation.

Meegwetch,

Connie Bosum, Treasurer
Ouje-Bougoumou Cree Nation



CORPORATE SECRETARY



Kristina Shecapio Blacksmith Corporate Secretary

Wachiya!

I am pleased to present the 2023-2024 Annual Report for the Office of the Corporate Secretary.

GOVERNANCE

In August 2023, the electors of Ouje-Bougoumou Cree Nation elected a new Chief and Council. I would like to take this opportunity to thank the former council—Chief Curtis Bosum, Deputy Chief Lance Cooper, and Councillors Janie Wapachee, Susan Mark, Sam R. Bosum, Angel Mianscum, and Harry Bosum—for their service as a voice for our people and their leadership of our community during their term. I had the privilege of witnessing firsthand the passion and dedication they have for our community.

I would also like to congratulate Chief Gaston Cooper, Deputy Chief Angel Mianscum, and Councillors Alice Shecapio-Blacksmith, Karen Bosum, Wesley Mianscum, Albert St-Pierre, and Suzanne Kitchen for their elected leadership roles. I am delighted to have the opportunity to work with you during your term, and I eagerly anticipate the positive changes you will bring forth for our members and our community.

The newly elected Chief and Council identified their

priorities and portfolios at the beginning of their term, as presented during a member’s meeting in January. Their portfolios remain as follows:

Chief Gaston Cooper	• Governance • Finance • Administration • Communication
Deputy Chief Angel Mianscum	• Capacity Building • Education
Councillor Alice SB	• Cree Language, Culture and Traditions
Councillor Karen Bosum	• Economic Development • Housing • Community Development • Women
Councillor Wesley Mianscum	• Natural Resources
Councillor Albert St-Pierre	• Sports and Recreation • Youth • Men • Elders
Councillor Suzanne Kitchen	• Health & Social • Spirit & Unity

CORPORATE SECRETARY

ELECTIONS

This year, I have conducted elections as the Ouje-Bougoumou Cree Nation Local Returning Officer for the following positions/committees:

■ CREE NATION GOVERNEMENT REPRESENTATIVE

Ouje-Bougoumou Cree Nation had a total of 87 Members of Ouje-Bougoumou Cree Nation Vote at this election.

Elected on September 25, 2023 for a Three (3) Year Term

- **Lance Cooper**

■ CREE TRAPPERS ASSOCIATION REPRESENTATIVE

Ouje-Bougoumou Cree Nation had 83 members who voted at this election

Elected on September 25, 2023 for a Four (4) Year Term

- **James Wapachee**

The Chief and Council have appointed the following:

■ OBCN EXECUTIVE COMMITTEE

Appointed on September 12, 2024 for a one (1) year term:

- Chief **Gaston Cooper**
- Councillor **Albert St-Pierre**
- Councillor **Karen Bosum**

■ OBCN AUDIT COMMITTEE

Appointed on September 12, 2024 for a one (1) year term:

- Deputy Chief **Angel Mianscum**
- Councillor **Suzanne Kitchen**
- Councillor **Wesley Mianscum**

■ COUNCIL REPRESENTATIONS:

- School Committee Council Representative: **Alice Shecapio-Blacksmith**
- Miyupimatisiun Council Representative: **Suzanne Kitchen**
- Housing Committee Council Representative: **Karen Bosum**
- Economic Development Committee Council Representative: **Karen Bosum**

■ BOARD OF DIRECTORS - ENTERPRISES INC

Appointed on March 28, 2024

- **Angel Mianscum**, President
- **Janie Wapachee**, Vice President
- **Patricia Bosum**, Board Member
- **Cassidie Decontie**, Board Member
- **Dion Mianscum**, Board Member

■ ASD MEMBER

Re-appointed on for a Two (2) Year Term

- **Stephanie Mianscum**



■ HOUSING COMMITTEE

On February 27, 2024, three (3) new members were appointed by the Chief and Council after recommendation; to the Housing Committee for a three (3) year term.

- Member, **Margaret Bosum**
- Member, **Freddy Bosum**
- Member, **Terrilyn Gull** (newly appointed)
- Member, **Kevin Wylde** (newly appointed)
- Member, **Destiney Blacksmith** (newly appointed)

■ LOCAL LAW COMMITTEE

Appointed on March 14, 2024

- Chief
- Director General
- Corporate Secretary
- Director of Housing
- Director of Public Safety And Emergency Services
- Lieutenant Eepf

I extend heartfelt congratulations to the newly elected members and representatives, wishing them a successful term ahead! I also express gratitude to everyone who voted and participated in these elections. Every vote matters, and I encourage our members to continue casting their votes and increasing our voter turnout at elections!

Meegwetch!

Kristina Shecapio Blacksmith
Corporate Secretary



Chief and Council Meeting



Elder's Mary Bosum & Margaret Bosum



Photo Credit: Thy Le

HUMAN RESOURCES DEPARTMENT



Stephanie B. Mianscum
Director Of Human Resources

Wachiya

I am pleased to present the 2023-2024 annual report from the Human Resources Department.

This year has been another period of growth and success for our organization, now boasting 112 dedicated staff members. Each individual plays a vital role, and we deeply appreciate your contributions and commitment. Thank you for your hard work and dedication. We look forward to another successful year together.

Career Fair Success

The Human Resources Department successfully hosted a Career Fair this year, showcasing our commitment to fostering talent and recognizing excellence within our team.

Our theme this year was "All the Way". We were honored to have Kendall Netmaker, an award-

winning entrepreneur, author, and keynote speaker, who inspired us with his powerful message of resilience and empowerment. Olivia Cook, Head Women's Ice Hockey Coach, also shared her experiences guiding the Salmon River Girls Varsity Hockey team to the New York State Finals.

Photo Credit: Willy Bosum





Employee Recognition

We proudly recognized outstanding employees from each department, celebrating their punctuality, attendance, and exceptional work performance. The following individuals were honored:

Accounting Department	Ms. Maxine Bosum, Payroll Clerk
Capital Projects Department	Mr. Harold Bosum
Director of the Year	Mr. Derek Metabie
Executive Department	Ms. Melanie Rivard
Human Resources Department	Ms. Roxanne B. Mianscum, Assistant to DHR
Housing Department	Ms. Patricia Bosum
Natural Resources Department	Mr. Jonathan Bosum
Social Development Department	Ms. Emily Wesley
Youth & Recreation Department	Mr. Derrick Shecapio

Closing Remarks

As we close this report, I want to remind the Ouje-Bougoumou community that the Human Resources Department is always here for you. We invite you to visit us on the 2nd floor of the Ouje-Bougoumou Cree Nation Headquarters at 207 Opemiska Meskino, Ouje-Bougoumou, QC, G0W 3C0.

Do not hesitate to apply for job postings. We are here to assist you and will provide necessary training. Come talk to us at the HR Department. We are here to serve you and are happy to help with any questions you may have.

We look forward to another year of growth and success with your continued support.

Stephanie B. Mianscum
Director Of Human Resources



Photo Credit: Harold Bosum



William Paddy Mailloux Director Of Economic Development

Your support, whether through participation in community events, providing feedback, or collaborating on projects, has been invaluable.

I am pleased to present the 2024 Annual Report for the Economic Development and Tourism departments. This past year marked significant progress for our department, despite encountering various challenges. Our resilience and collective efforts have laid the foundation for a brighter economic future.

Throughout the year, we have endeavored to make our department more responsive to the local needs of our entrepreneurs. Community engagement has been a key focus, with extensive discussions, analysis, and comparisons with similar entities to identify ways to better serve local entrepreneurship.

Introducing monthly training sessions for local entrepreneurs to enhance their skills and knowledge has been one of our initiatives. Additionally, we are planning to offer mentorship services provided by experienced consultants, recognizing the importance of such support for our business owners.

Looking ahead, our commitment remains steadfast in fostering an inclusive and prosperous economic environment. Our goal is to nurture a generation of skilled entrepreneurs who will contribute to job creation, resource development, and overall prosperity within our community. Investment in our entrepreneurs is paramount, as businesses play a crucial role in community growth.

For the tourism department, our focus continues to be on developing trails to the mountain. We are devising a strategic plan to gradually introduce tourist products that not only cater to visitors but also provide recreational opportunities for local residents.

This year has been marked by significant achievements, and our vision and mission are gradually coming to fruition. I am immensely proud of our team, and we are committed to continual improvement through experience and training. Collaborating with Boreala has



been enlightening, and we are dedicated to enhancing our services and programs further.

The new programs we aim to offer are integral to our strategy. Providing training for aspiring local entrepreneurs lays the groundwork for cultivating successful business ventures. Similarly, the mentoring service will offer crucial support to existing businesses. We hope for the support of our leaders in implementing these initiatives for the benefit of our community.

The upcoming year will be pivotal for our self-improvement. Following the insightful report from Boreala, we will identify our training needs and strive for strategic enhancement. Strengthening our capacities in alignment with our goals is imperative, and we are fortunate to have the expertise and adaptability of the Boreala team by our side.

Building stronger relationships with various communities in our region is part of our long-term strategy. Collaborating towards common goals will amplify our

potential and effectiveness. While implementation may require time and effort, it is a worthwhile endeavor that we are committed to initiating.

Reflecting on my first year as Director of the Economic Development department, I am gratified by the direction we are heading. The alignment of our strategies and the dedication of our team members are promising signs of progress. We must continue to inspire each other and push our limits to achieve greater success.

I extend my sincere gratitude to everyone who has contributed to our economic development efforts this year. Your support, whether through participation in community events, providing feedback, or collaborating on projects, has been invaluable. Together, we will continue to build a thriving and resilient community.

Thank you for your continued trust and partnership.

William Paddy Mailloux
Director of Economic Development & Marketing

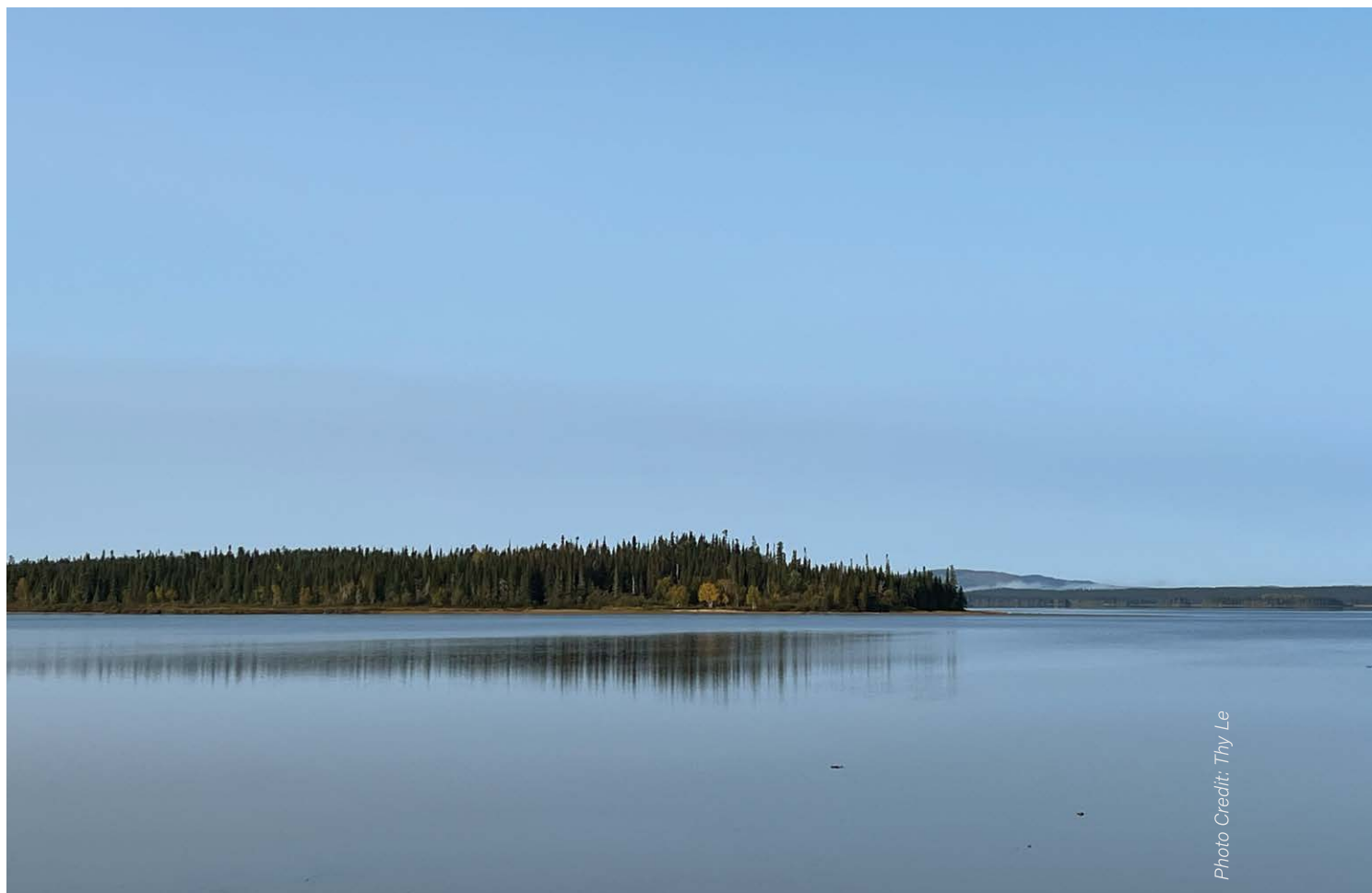


Photo Credit: Thy Le

SOCIAL DEVELOPMENT DEPARTMENT



Janie Wapachee Director Of Social Development

Greetings to everyone!

I started my position as Director of Social Development in December 2023. Therefore, I acknowledge my predecessor, Interim Director Emily Wesley, who led the department during the vacancy of the Director. I also would like to acknowledge the current staff who have delivered their programs and services from Social Development over the past year. Well done, everyone!

Goose Break 2023 went as planned, and most members were able to enjoy their annual cultural harvest. By June 6, 2023, former Chief Curtis Bosum declared a state of emergency, and the whole community evacuated. The OBCN and other entities collaborated to ensure the transition for the Elders, the vulnerable, the families, and all members and residents received the best support during the displacement. The role of Social Development, Public Health Officer, Wellness team, and Elders Department was significant as they advocated and provided wellness checks and liaison services for the displaced members. Once settled in their temporary shelter, the team naturally continued to provide activities for the families, such as a zoo outing and coordinating traditional meals provided by members of the community of Mashteuiatsh, Qc, and

the Attikamek for our Elderly and vulnerable.

Once the community returned and everyone settled into their routine, the departments continued their plans to carry out their projects and programs.





PUBLIC HEALTH OFFICE/ MIYUPIMAATISIUN COMMITTEE

Emily Wesley, our Public Health Officer, highlights the following projects:

- Inspire Hope Through Grief by Waskagainish Wiichiiwewin Center
- Grief Training by CTRI
- Mental Health Awareness and Suicide Prevention: Mental Health First Aid Training & ASIST Training World Suicide Prevention Day, which provided training to respond to mental health and suicidal crises
- Special Needs and Disability promotion and awareness
- Breast cancer awareness
- Emergency Response - Fire Evacuation

Ms. Wesley is also the Coordinator of the Miyupimaatisiun Committee. The following are her project highlights:

- McGill PAG Program in Public Administration and Governance
- Land-Based Wellness and Elders Care (a work in progress)
- Finalizing Terms of Reference for Miyupimaatisiun Committee
- Building and Networking Partnerships

LAND-BASED CAMP PROJECT

Since hiring Brenda St. Pierre as Land-Based Program Coordinator in May 2023, the planning and development of the land-based project has gained momentum. The site selected to build our land-based camps is on an island on Opataca Lake. An agreement between the tallymen and our leadership to secure the area and build camps for healing purposes had been signed. The governance of the project was established, with the Miiyupimmatsiiyun Committee serving as our Steering Committee, to which the program coordinator reports.

Brenda regularly reported to and gathered feedback from the Elders Council on specific matters concerning the planning of future services for our Land-Based Camp. The project's Working

Team consists of coordinators from the following departments: Wellness, Culture, Youth, Elders, and Public Health. Tallymen Jean Pierre and his grandson Jean Pierre Mario Bosum were almost always present in the planning sessions of the service establishment. Together, they crafted the vision/mission statements. Additionally, a SWOT analysis was conducted, project goals were identified, and visits and orientations were made to other existing land-based camps. We have also hired consultants to guide Brenda and our Land-Based Camp Working Team: Executive Director of Wiichiiwewan Center, David Cheechoo, and R. Newton Hamilton of TDM Consulting.

In January 2024, Brenda delivered a report of the visits and an update on the project at our Community Consultations, where round table discussions were also held. In March 2024, a proposal was submitted to PlanNord for the construction of the land-based camps. The planning of this project will continue until it's ready to deliver programming, which will then lead to the evaluation of programs and services and modifications as needed.

ELDERS DEPARTMENT

Rita Capissisit, Elders Coordinator, has ongoing projects including:

■ Elders Outreach Services

This program helps Elders at their camps to allow them to enjoy the land and practice their culture as long as they can.

■ Elders Council

This committee of knowledge keepers supports, advises, counsels, guides, and educates the members of the Cree Nation of Ouje-Bougoumou to be healthy and unified by using their traditional knowledge to strengthen and preserve Cree traditional customs, culture, language, and spiritual values through education and leadership. The passing of late Elder Dinah Simard left a void in the Elders Council. She was a beautiful woman with a heart for giving to her community and is deeply missed by the Elders Council and Social Development staff. The vacancy Elder Dinah Simard left in the Elders Council was filled by Elder Solomon Bosum.

SOCIAL DEVELOPMENT DEPARTMENT

■ Elders Trips and Programs

There were two Elders trips, and the monthly Elders program is ongoing.

■ Water Well Phase 1

This project has been initiated, where some camps

were selected to receive access to water at their camps through digging wells. Phase 2 is planned to add water service for their washrooms and showers.

■ Elders Home Consultation

These have begun and will continue through community surveys and consultations.



1. Sam R. Bosum
2. Charlie Bosum
3. Sam JP Bosum
4. Hattie Wapachee

5. Alice Shecapio-Blacksmith
6. Evadney Bosum
7. Solomon Bosum
8. Dinah G. Simard

SOCIAL DEVELOPMENT DEPARTMENT



Children's Gala

MENTAL HEALTH & WELLNESS PROGRAMS

Mental Health Coordinator Jamie Mianscum provides supervision to Wellness Coordinator Olivia Couchees. Ms. Mianscum also delivers mental health programs and assists in all programs, including family programs and particularly the monthly Elders program.

Ms. Couchees leads the baby, children, and women's programs on a biweekly basis to support babies in their development. The children's programs aim to equip children with life skills to support their growth (in all aspects), build their self-esteem and confidence, and help them learn about who they are as Eeyou/Eenou people. Additionally, she delivers the women's program, which aims to bring support for self-growth and further development by providing tools, empowerment, motivation, and a safe place to share.

BENEFITS FINANCE & BAND MEMBERSHIP CLERK

Justine Mianscum supports members with questions or access to resources regarding their financial benefits or registrations. Some of her additional projects include budgeting workshops and support in life skill workshops for children.

MEN'S SHELTER

The Men's Shelter project was initiated through a partnership with the Cree Health Board, Justice, Men's Association, and Social Development. The shelter opened its doors in December 2023 as a pilot project while the project planning and programming continued. The purpose of the men's shelter is to reintegrate men into the community and families by providing tools and guidance to local resources.

Our department would not be complete without our Administrative Assistant, April Bousm, who keeps us organized and supports us with our communication.

These are the highlights for the 2023-2024 annual report; however, the community contribution of the team goes beyond what's encompassed in this report.



Inspire Hope Through Grief sessions



SOCIAL DEVELOPMENT DEPARTMENT

LOCAL WOMEN'S ASSOCIATION

Dinah Bosum	President
Karen Bosum	Vice-President
Evadney Bosum	Elder's Representative
Christianna Bosum	Youth Council Representative
Bella N. Mianscum	Member
Caroline Mianscum	Member
Renee Dixon	Member

■ GOALS

- **Promote CWEIA's Services:** Increase awareness of CWEIA's services, programs, and resources within the community.
- **Support Partnerships:** Maintain and support collaborations with organizations sharing common goals and objectives.
- **Encourage Community Engagement:** Foster a sense of community among girls and women of all ages through awareness and prevention-oriented projects.

■ DELIVERABLES

- **Monthly Meetings:** Regular discussions and planning sessions to review progress and set new goals.
- **Logo Design:** Commissioned a logo by local artist Shawin Shecapio.
- **Women's Program Support:** Monthly women's programs facilitated by Olivia Couchees, including providing materials and food.
- **Miss Ouje-Bougoumou Pageant:** Organizing the event and commissioning a handmade moosehide crown by local artist Valentina Bosum.
- **Awareness Projects:** Initiatives aimed at raising awareness and providing support for women and girls in the community.
- **Empowerment and Support:** Activities to empower women and girls, celebrate their achievements, and support them and their families in times of need.

■ SUMMARY

Proposal and Approvals

Submitted and received approval for a term extension and the addition of two new members to the LWA.

Logo

Completed by local artist Shawin Shecapio.

Women's Program

LWA supported monthly programs led by Olivia Couchees by providing planning sessions, materials, and food.

Miss Ouje-Bougoumou Pageant

- Hired Valentina Bosum to create a handmade moosehide crown.
- Event held at Capasissit Lodge in August.

Pageant Results

- **Miss Ouje-Bougoumou:** Allayna Hughboy
- **First Runner-up:** Tanika Bosum
- **Second Runner-up:** [Not specified]
- **Third Runner-up:** Jossee Bernier

Completed Projects

- **Self-Defense Workshop:** For young girls and women.
- **Mittens for Elders Project:** Initiated by the late Dinah Simard.
- **MMIWG Awareness:** Included a speaker and ribbon skirt making session.

Support and Assistance

- **Sponsorships:** Provided for local women's teams in volleyball, hockey, and broomball.
- **Financial Assistance:** Enabled women in business to attend conferences and workshops organized by CWEIA.
- **Leadership Event:** Supported and funded participation in the 1st Annual Women in Leadership event organized by CWEIA.
- **Family Support:** Provided support to families during times of loss through the Women's Ministry, including food and feasts.



Shaptuan - Harold Bosum

YOUTH & RECREATION DEPARTMENT



Derek Metabie
Director Of Youth & Recreation



Youth & Recreation Department



PETAAPIN YOUTH CENTER	Youth Development Coordinator	Vanessa Gunn
	Youth Employment Officer	Joy-Anne Gunner
	Youth Special Projects Facilitator	Derrick Shecapio
	Youth Activities Monitor	Martin Metabie
	Youth Wellness Activities Monitor	Trevor Mianscum-Bosum
	Communications Officer	Willy Bosum
	Announcer Producer	Shahone Shecapio
	Youth Center Janitor/Maintenance	Ira Gunner
	Youth Center Admin./Assistant	Makana Shecapio/Aliyah S. Bosum
ALBERT MIANSUM SPORTS COMPLEX	Sports & Leisure Program Coordinator	Darryl Hughboy
	Youth & Recreation Facilities Manager	Mitchell Wawatie
	Sports Activities Administrator	Nehemiah Bosum
	Office Agent Registrar	Leeanne Bosum
	Gym Monitor:	Kurt Shecapio-Blacksmith
	Fitness Center Monitor	Kyle Shecapio-Blacksmith
	Lifeguard	Rick Dixon
	Maintenance	Antonio Bosum, Sam C. Bosum & Solomon Capassisit
OUJE-BOUGOUMOU YOUTH COUNCIL	Youth Chief	Miguel Shecapio-Blacksmith
	Deputy Youth Chief	Ben Capassisit
	Recording Secretary	April Bosum
	Councillor	Christianna Bosum
	Councillor	Landon Cooper
	Councillor	Makana Shecapio
	Councillor	Darren Bosum
	Councillor	Meeyoben Shecapio-Blacksmith
RECREATION COMMITTEE	President	Hugo Bosum
	Vice President	Dennis Bosum
	Treasurer	Adrienne Shecapio
	Member	Joy Shecapio-Blacksmith
	Member	Ricky Bosum
	Member	Martin Metabie



YOUTH & RECREATION DEPARTMENT

Promote and preserve the EENOU WAY OF LIFE

PROJECTS/ PROGRAMS	DESCRIPTION	DELIVERY	REMARKS
Tent Making Workshop	Youth and Elders made tents during the evening for 2 weeks	Went really well, all spots filled – All participants completed and kept their tents	People asked for another session
Youth & Elders Program	Various Cultural Activities and Hunting Trips	Gun Safety – Traditional Teachings – Practice Moose calling - Hunting	Fall hunting trip at W10 – October 2023
Goose Break Subsidy Program	Regional Funds provided to help youth families during goose break	Collaborated with CTA for the selection process	Supported 53 Young Families + 60 (13-17) youth
A.C.T.I.O.N. Program	Community activities for the youth.	Seasonal activities	Hunting Trips, Fishing trips, arts & crafts
Traditional Medicine Workshop	Open for all youth from 13-35. Event happened in March 2023	Collaborated with David and Anna Bosum to deliver the workshop	Successful & good learning experience.

Inspire and encourage our Youth for higher education

Education Incentive Program	Challenge Program	Cooking Classes
Held Bi-Weekly workshops based around education – Recognition Awards for students	(Post Secondary Employment)	Happened weekly (January - March)

Development & maintain internal and external partnerships

YOUTH RECOGNITION AWARDS	. Youth were nominated by peers, and an event was held on December 27, 2023 . Invited Newly elected Chief and Council and all award recipients to the event
YOUTH AGA	. Annual Youth AGA . Local entities & businesses were invited to present to the youth. . September 25, 2023 . Held at the Youth Center Gymnasium
YOUTH WEEK	. Annual event with a Week full of activities, with different themes. . July 10 - 14, 2023 . 40+ Participants . OBCN Youth were allowed to attend, Different topics on activities were created each day
WUOMMA MFL	. Training and preparing local fighters to compete In MMA in the province. . 2 Champions in MFL League from Ouje . Crossfit training with the Women's . Kickboxing training with the kids
RADIO STATION PROGRAMS	. Radio programming with entities and departments . Local & Regional Radio Bingo . JBCCS air time . Radio Bingo



Radio Bingo - Sponsorships

Supported teams and individuals
local tournaments/Local events: Graduations, womans gala, youth trips

Maintenance of facilities

STRATEGIC GOALS	PROJECTS / PROGRAMS	DESCRIPTION	DELIVERY	REMARKS
Develop and maintain facilities, infrastructures and housing	Youth Campsite	To build a campsite for youth outside the community	Location has been decided	On-going planning
	Renovation at the Sports Complex	Project started Summer 2022	In Progress	Project to be completed soon
	Building Sliding Hill	Built a sliding hill beside the arena in the 2023 winter	Completed in December 2023	Collaborated with Capital Projects and Director General

Create job opportunities for our community members

FUNDING PROPOSALS	# OF PARTICIPANTS	REMARKS	DURATION
Tween (12-15YR OLDS)	30	Adjustments to be made	4 Weeks July 5th -July 30th, 2023
Community Work Experience	15	Filled	28 Weeks August 2023 – March 31, 2024
Summer Student WEP	20	Successful participation	8 Weeks June 28th, 2023 -August 31,2023
Challenge Program with OBCN	6	Placements related to studies & can work anywhere in QC & ON	16 Weeks April 2023 – August 2023

Recreation Activities/Events 2023-2024

Summer Sports Camp (For kids) - Summer Games - Winter Games - Christmas Festivities & Games
8th Annual Opemiska Fishing Derby - Senior Invitational Hockey & Broomball Tournament – MFL Fight Night
1st Annual Volleyball and Basketball Tournament - Minor Hockey and Broomball Tournament

YOUTH & RECREATION DEPARTMENT

Youth Activities 2023-2024

- Running Clubs
- Hunting & Fishing Trips
- Worked with the school in cultural activities
- Family events (Beach days)
- Taco Tuesday, Midnight Hoops, Arts & Crafts, etc.
- Co-Ed Hockey and Broomball Tournament
- Cooking Classes
- Student Education Incentive Awards
- Fitness wellness Challenge
- Mont-Chalco Youth Trip
- Other Events; Poker Nights, Youth Volleyball, Halloween events, Car rally, golf outings, bowling nights, Roller blading nights, Karoke Nights, etc.

2023 - 2024 Training Deliveries

- Softball Development (local Youth & Adults)
- Volleyball Clinic
- Hockey Development
- WUOMMA – Mixed Martial Arts
- Team-Building Workshop
- Leadership Skills training
- Self Care 4 Teens
- Awareness of Spiritual self workshop
- Youth Event Planning Essentials workshop
- 1st Cree Nations of Eeyou Istchee Youth Summit
- CrossFit for Women
- Personal Budgeting Training
- Cultural Practices
- Tent Making
- Cooking Classes



Youth Achievement Awards Recipients



Our Champions - Ouje-Bougoumou Wolves



Many enthusiasts fans welcoming George St-Pierre



Tubing at Mont Chalco



Special Thanks

- ActiveNation
- WUOMMA
- Capital Projects for their help with Sports complex/ sliding hill
- Local Men's Association, OBCN, Local Elders
- Cree Health Board – Youth Outreach Works & Goose Break Bundles
- ASD & Service Canada – Work Experience Programs
- All departments who we've collaborated with to help each other run successful programs.
- Everyone who participated & helped in making our Recreational & Youth programs, projects, events and activities successful.

Conclusion

Despite numerous challenges, the Youth & Recreation departments successfully organized and executed the majority of events, programs, and activities for the benefit of the community. We extend our gratitude to the current and former staff, committee, and council members. Special thanks go to the leadership of OBCN for their dedicated efforts and support, which ensured the success and safety of our programs for the community.

THANK YOU - MEEGWETCH

Derek Metabie
Director of Of Youth & Recreation Department



Traditional medicine training with Elders Dave & Anna Bosum

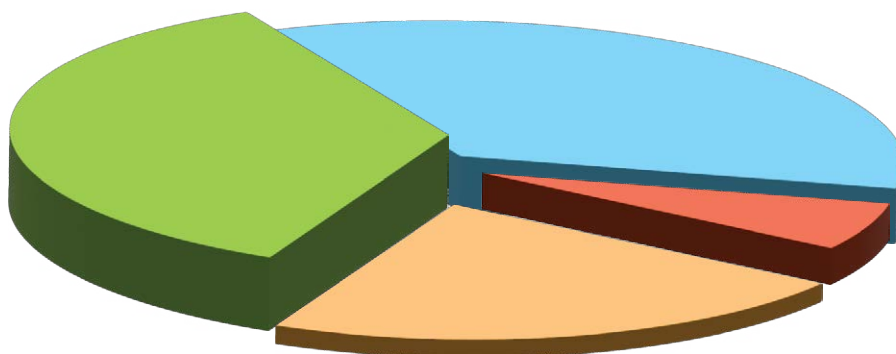
PUBLIC SAFETY & EMERGENCY MEASURES DEPARTMENT



Benoit St-Pierre Director of Public Safety and Emergency Measures

FIRE DEPARTMENT - Emergency Response

The Fire Department responds to various emergency calls throughout the year, including requests for police or ambulance assistance, false fire alarms, animal control issues, and fire-related emergencies.



False Alarm (35)

Animal Control (35)

Fire Emergency (6)

Police/ Ambulance Assistance (22)

PUBLIC SAFETY & EMERGENCY MEASURES DEPARTMENT

On Tuesday, June 11, 2023, the evacuation was lifted, and the community began to return home. The duties of Crew 334 were transferred to the appropriate authorities. FIRE 334 continued to pose a health risk, and upon a second threat to the community on the morning of Sunday, June 25, 2023, a group of ten (10) community members went out to extinguish flames and hotspots.

In response, Crew 334 was re-assembled with twenty-seven (27) volunteers. Their priority remained the same, but their objectives changed. In cooperation with and

respect to SOPFEU, Crew 334 assisted in extinguishing flames and hotspots caused by FIRE 334. On Friday, June 30, 2023, it was identified that conditions had improved. With the combined efforts of SOPFEU and Crew 334, the threat posed to the community was greatly reduced.

FIRE 334 - Training & Development

In response to this incident, forest firefighter training with SOPFEU was prioritized. In July 2023, fifteen (15) community members received training.



Ouje-Bougoumou Fire Brigades



Ouje-Bougoumou Evacuation



Pastor Enoch



Ouje-Bougoumou Evacuation - Animal Care & Control



Yaya, Spotty & Amigo - Animal Care & Control Evacuation



Ouje-Bougoumou Fire Department



Crew 334 - Forest Firefighting

NATURAL RESOURCES DEPARTMENT



Arthur Bosum Director Of Natural Resources

Most funds secured by tallymen and Cree land users are allocated for camp renovations/construction, trail improvements, firewood, and hunting equipment.

EEYOU PLANNING COMMISSION

The main themes that emerged from the EPC community consultations on values, issues, and visions for land and resource use planning for Category II Lands have been valuable and useful in the development of other projects. Implementing these guiding principles is fundamental to maintaining good conservation practices and ensuring a balance between environment and development.

In the early land use planning stages for OBCN Category I Lands, our team integrated these guiding principles.

ASSINICA PARK/WILDLIFE RESERVE

The Assinica National Park project has advanced to another significant step. Several meetings took place with MFFP (Quebec) and other key Cree partners. In collaboration with MFFP, Mr. Arthur Bosum presented

the Development and Zoning Concepts to the Cree communities of Mistissini, Waswanipi, and Nemaska. Based on the feedback from these communities, OBCN and MFFP are modifying the master plan. Once completed, the Assinica Working Group will present it to the leadership for support and approval.

Regarding the Assinica Wildlife Reserve, Cree representatives of OBCN-DNR and Niibiischii Corporation (Mistissini) have had meetings to upgrade certain areas. OBCN-DNR undertook two projects: repairing the access road washout at Casisca and constructing a boat landing area by the rapids. Niibiischii maintains the rest of the access roads leading to important fishing areas. Discussions about the future management and operations of Mistissini lands within the Assinica Wildlife Reserve are ongoing. Both Cree communities are considering renewing the OBCN-Mistissini Agreement with modifications.

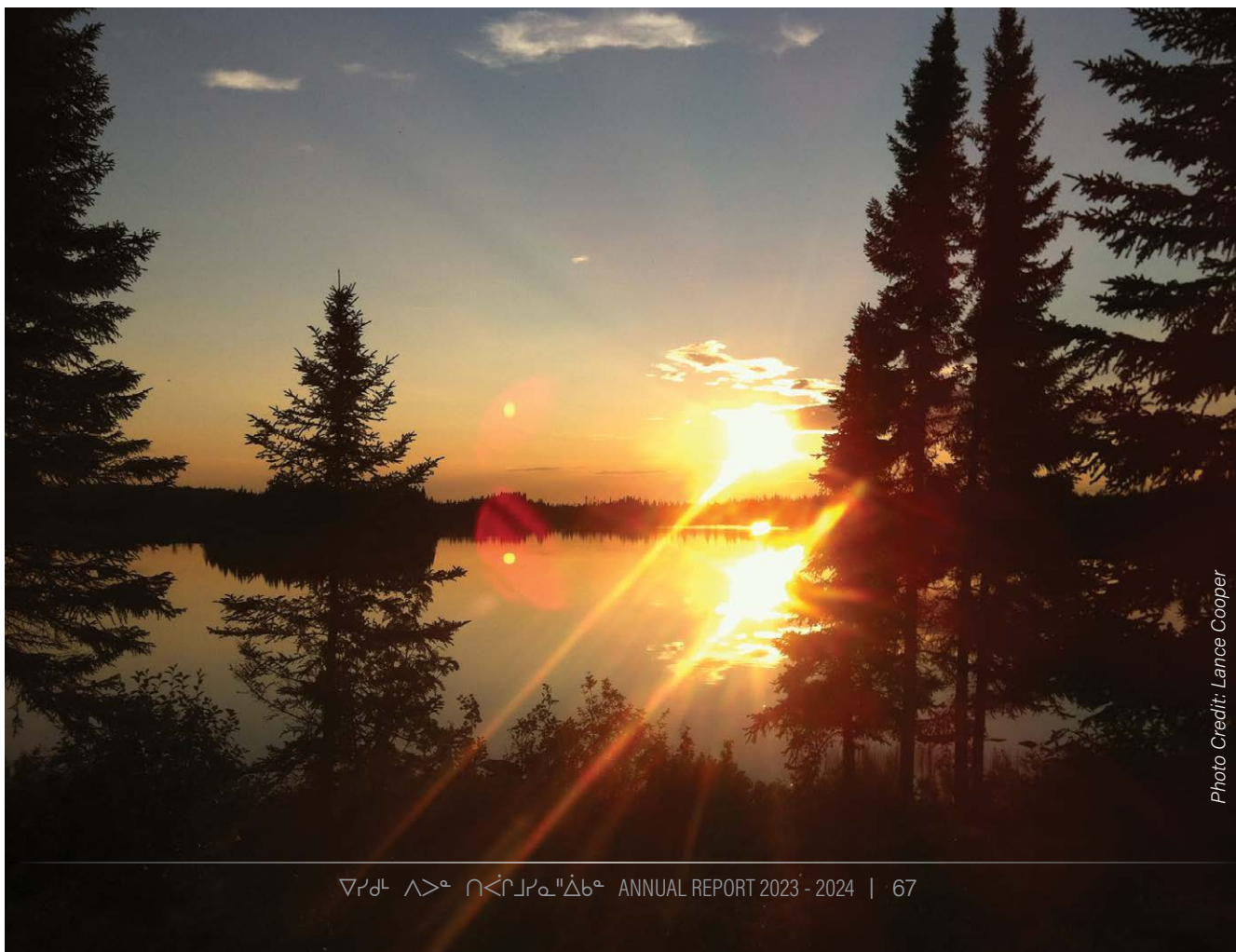
Our team will resume necessary work on OBCN's protected area proposals soon. The deadline for a 20% addition to be protected on Cree territory is 2030. We will work closely with tallymen and land users.

Following the signing of the MAMU UITSHEUTUN (Cree-Pekuakamiulnuatsh) Agreement on June 21, 2018, Cree-Innu representatives continued working together on matters of common interest, including overlap management, forestry management, traditional activities, wildlife management, and economic development.

RESTORATION AND REHABILITATION OF MINE PRINCIPALE

The Steering and Technical Sub-Committees continued to discuss results from multiple research projects on vegetation, re-vegetation, underground water quality, soil quality, and other scientific studies by WSP. Based on WSP's findings, discussions occasionally lead to modifications to proposed plans. This process ensures that restoration plans address all potential environmental concerns. Since the early 2000s, OBCN and CNG have been actively involved in developing a suitable restoration plan for the old Campbell mine site.

The bridge leading to the old Campbell mine site has been reinforced. This reinforcement is essential for access to clean soil for the tailing ponds.



NATURAL RESOURCES DEPARTMENT

NISKAMOON COORDINATOR – Jonathan Bosum

Update and summary on Niskamoon Projects as of April 1, 2023, to the end of March 2024:

Several community-based and tallymen proposals were submitted and approved for funding. Approved community-based projects included: snow removal (winter), smoked fish project, snow removal (spring), traditional training, and crooked knife making for the youth.

SNOW REMOVAL TO GOOSE CAMPS	\$25,000.00
CABIN CONSTRUCTION (Charlie Mianscum)	\$15,391.00
GOOSE CORRIDORS (Johnny Capissisit)	\$28,879.00
GOOSE CORRIDORS (George Shecapio Blacksmith)	\$29,076.00
YOUTH EXCURSIONS (Youth)	\$10,000.00
CHIIWEHDOW 2019 (OBCN Cultural Department)	\$10,000.00
OBCN TRADITIONAL GATHERING/TRAINING	\$10,000.00
TRADITIONAL DWELLING (David Bosum Sr)	\$29,149.00
GOOSE CORRIDORS (Wesley Mianscum)	\$40,000.00
PORTAGES/GOOSE CORRIDORS (Sam JP Bosum)	\$36,423.00
CULTURAL DEPARTMENT PROJECTS	\$19,870.00
WOODCUTTING PROGRAM	\$25,000.00
SNOW REMOVAL (OBCN Natural Resources)	\$90,000.00
MAKAAHIGAAN PROJECT (OBCN Cultural Department)	\$5,000.00
SPRING SNOW REMOVAL (OBCN Natural Resources)	\$50,000.00
TRADITIONAL LOG DWELLINGS	\$29,739.00
TRADITIONAL FACILITY (Arthur Bosum)	\$9,385.00
GRAND TOTAL	\$453,360.00

NATURAL RESOURCES DEPARTMENT

Project submission is quarterly, four times a year, with the next submission date after the Annual Traditional Goose Break. Proponents need to bring proposals earlier, not on the submission deadline date.

LOCAL ENVIRONMENT ADMINISTRATOR (LEA) - Thomas Bosum

This year, we were very pleased that we were able to continue the recycling program for its members. With the help of federal funding and technical service from STANTEC, we were able to continue implementing the recycling project. With this funding, we were also able to hire a communications officer who assisted in project implementation and provided educational programs to grades 5 and 6 at the local school. Additionally, we conducted recycling and composting training sessions in October with about 30 participants from the community. The next step in the implementation of the recycling project would be to establish it as a permanent service for the community.

ENVIRONMENTAL SITE ASSESSMENTS

This year, we conducted phase 1 site assessments in the residential and industrial areas. For the most part, the assessments concluded that the residential sites were ready for development. However, in the industrial area, concerns regarding acid rock drainage were raised, necessitating a phase 2 site assessment. While federal guidelines deemed the levels acceptable, a phase 2 site assessment will be conducted this summer under the capital works department to confirm the area's readiness for development.

CASEY'S GAS BAR DECONTAMINATION

Following the environmental site assessment that revealed groundwater contamination at Casey's gas bar, we collaborated closely with the capital works department to ensure the area's decontamination. However, continued monitoring of the groundwater will be conducted for a year or more if necessary.

NEW ECO CENTER (PLANS AND LOCATION CHANGES)

The Chief and council approved to relocate the community Eco Center approximately 2 km away from the current location, near km 24 on the access road. The Eco Center will provide the community with proper management of hazardous waste such as engine oil, batteries, propane, paint, tires, metals, and more. Initially

introduced by the Natural Resources Department in 2017, the initiative will now fall under the Capital Projects Department for construction in 2021/22. The Public Works Department will manage the site post-construction.

NEW LANDFILL SITE MEGA TRENCH

The landfill site is managed in conjunction with Public Works.

MINING EXPLORATIONS OFFICER - Reggie Bosum

As OBCN's Mining Exploration Officer (MEO), most of the activities I carried out were directly related to organizing and managing active and non-active mining files and conducting fieldwork activities with concerned tallymen and Cree land users.

This year, due to my long-term medical leave, I focused on the most active files. The active ones included IAM GOLD properties (Monster Lake and Nelligan) on traplines 0-60 and 0-61. Our tallymen and Cree land users met with IAM GOLD representatives, who presented their exploration plan. Slight modifications were made to address Cree concerns. Additionally, CEO of VanadiumCorp visited the region, and I assisted in the information sessions between the proponent and concerned Tallyman. Chibougamau Diamond Drilling facilitated a visit for concerned tallyman, James Wapachee, to inspect drilling sites on Vanadium Corp sites via helicopter.

I regularly update our tallymen on all mining exploration activities within OBCN traditional territory. I encourage them to assume more responsibility in managing and developing their respective traplines and to report any activities they observe on the land.

It is my goal to continue improving communication between OBCN, Cree land users, and mining companies operating within the OBCN territory. This effort is ongoing.

ASSINICA NATIONAL PARK - Arthur Bosum

In close collaboration with MFFP/ Ms. Nathalie Girard, OBCN Assinica Park Manager/ Mr. Arthur Bosum presented the 'development concept' and 'zoning concept' of the future Assinica Park to key members from each of the three surrounding Cree communities. These mapping exercises have been completed, and the master plan will be modified once all comments are received from each Cree community.

HOUSING DEPARTMENT



Minnie Wapachee
Director Of Housing

We are delighted to have a full team on staff, and we've grown exponentially thanks to federal initiatives supporting housing needs in First Nations, particularly in social housing.

Our permanent full-time #OBCNhousing team is represented by the following:

MANAGEMENT			
Minnie Wapachee Director of Housing		Patricia Bosum Assistant Director of Housing	
ADMINISTRATION/ FINANCE	MAINTENANCE	RENOVATIONS/ CONSTRUCTION	RENTAL HOUSING
Manon Bedard Administrative Technician/ Accounting Clerk	Mark Jones Coordinator of Maintenance	Paul Shecapio Local Housing Inspector	Sabina Mianscum Coordinator of Social Program (NEW position)
Kevin Lacroix Collections Officer	Maintenance Worker, Ryan Wapachee (NEW position)	Ricky Bosum Maintenance Worker	Karen Shecapio Blacksmith Rental Housing Administrator
Real Lacroix Administrative Assistant		Raymond Capissit Maintenance Worker	



We also collaborate with contractors, sub-contractors, tradesmen, a project management team, and other renovation crews as needed.

This expansion allows us to address more files, clean up our housing administration, tackle outstanding issues, plan for future needs, and work towards common goals to better serve the Ouje-Bougoumou Cree Nation. With these resources, we aim to work more effectively and realize our potential.

The Housing Committee has undergone recent changes, providing an opportunity to offer orientation and training to the new members. This helps us set goals and objectives so that our housing team can implement the vision for the future.

Current Housing Committee members include Freddy Bosum, Margaret Bosum, Destiney Isik-Blacksmith, Terrilyn Gull, and Kevin Wylde. In March 2024, we held a workshop with Turtle Island Associates to give all members insight into our existing policies. We extend our gratitude to Jane Longchap St. Gelais, Sydney Coonishish, and Karen Bosum for their contributions. Karen now serves as a Councillor and continues to support housing in her new role.

2023-2024 Highlights

This year, we made significant progress in various areas.

The **Social Housing Program** saw the hiring of more staff to support its needs, including Ryan Wapachee as Maintenance Worker and Sabina Mianscum as Coordinator of Social Program. Their contributions have enabled us to physically assess our rental units and take inventory of their needs while reviewing client files. As we await the completion of social housing units under construction, we are in the process of recommending future tenants.

We have also made strides in the **Transfer of Assets**, successfully completing the transfer of ownership for nearly 20 homes. Our goal is to transfer more homes so that homeowners can plan for their future and protect their assets. The **Housing Governance/By-law review** has been another key focus, prompted by the onboarding of a new Housing Committee and the election of new leadership in the community. We conducted a training session to review our governance policies and set up measures to improve departmental operations, a process that will continue in the coming months.



Ouje-Bougoumou delegates at the Cree Nation Housing Conference

HOUSING DEPARTMENT

In terms of **Housing Planning needs**, we are exploring ways to make more housing affordable. We visited sites for modular housing and are looking into various opportunities to increase housing construction.

Our team participated in the FNHPA National Housing conferences in Edmonton, Alberta, and the Cree Nation Regional Housing Conference in Gatineau, Quebec. We are working towards FNHPA certification, with Patricia completing level 100 and Minnie completing level 200. We also received training in Public Administration & Governance from McGill University, along with other OBCN employees. Additionally, we underwent training with Paul Davis and the Institute of Inspection and Restoration, focusing on issues such as mold remediation. Our collaboration with Turtle Island Associates aims to review and improve our governance and administration procedures. We are also updating our Housing database with CNG to better manage our housing units and the housing waitlist.



Reggie Neeposh, Homeowner



Chief & Council with the Housing Department & Housing Committee Members

CAPITAL PROJECTS DEPARTMENT



Wasseskahn Moar Director Of Capital Projects

DEPARTMENT OF CAPITAL PROJECTS

I am pleased to submit the 2023-2024 Annual Report for the Department of Capital Projects to the OBCN community members. The projects undertaken during 2023-2024 were funded by the Cree Nation Government, with a total budget of \$7,738,128 allocated to 10 projects.

This year marked significant growth for the department, including the addition of a Project Manager, Mr. Harold Bosum. Mr. Bosum's contributions have been invaluable in overseeing various ongoing and new projects, and his dedication is greatly appreciated.

PROJECT HIGHLIGHTS

Municipal Warehouse

The design for a 200 square meter warehouse, intended for use by the Housing Department, was completed. Construction is scheduled to resume in Spring 2024, with completion expected by winter of the same year.

Traffic Safety Study Phase 2

Following the first study, a second study was initiated to address traffic and parking issues, focusing on the Opemiska roundabout and the new community entrance.

Residential Expansion for Multiplex Units

Collaborating with the Housing Department, an expansion area was developed to accommodate the construction of multiplex units for Social Housing. Construction of a 6-plex is planned for 2024, followed by a 4-plex in 2025.





Industrial Sector Expansion

With existing industrial lots fully reserved or occupied, planning for phase 2 of the industrial sector expansion has commenced, aiming to create 10 additional lots on a new street.

Eco-Center



Construction of the Eco Center was completed in January 2024, with the access road finished in fall 2023. Preparations are underway for staff training, communication plans, and disposal procedures, with a grand opening scheduled for summer 2024.

Decontamination of Various Community Sites

Efforts were made to address issues in the Industrial Sector, including stabilizing the Rock Face and repurposing problematic stockpiled rock into a recreational asset, compliant with environmental requirements.

Replacement of Arena Chilling System

The Sports Complex ice cooling system was upgraded, with replacement work completed in time for the 2023-2024 Hockey/Broomball season.

Renovations of the Sports Complex

Major renovation works commenced in November 2022 and are nearing completion, with remaining civil works scheduled for summer 2024.



Fire Hall

Plans for an extension to the Fire Hall were postponed to the 2025-2026 construction season due to current priorities.

CTA Building

Renovation of the old Casey's Gas Station building to accommodate the Cree Trappers Association is progressing, with service connections completed and landscaping scheduled for 2024. As we look ahead, plans include adding a warehouse and a freezer.

Projects in Progress

- Ouje-Bougoumou Street reconfiguration Phase 2
- Traffic Safety Study Phase 2 corrections
- Asset Maintenance Plan & software Phase 2
- Upgrades to drinking water system
- Renovations to the Band Office
- Upgrades to the Cemetery parking and landscaping

CAPITAL PROJECTS DEPARTMENT

LOCAL SPECIAL PROJECTS

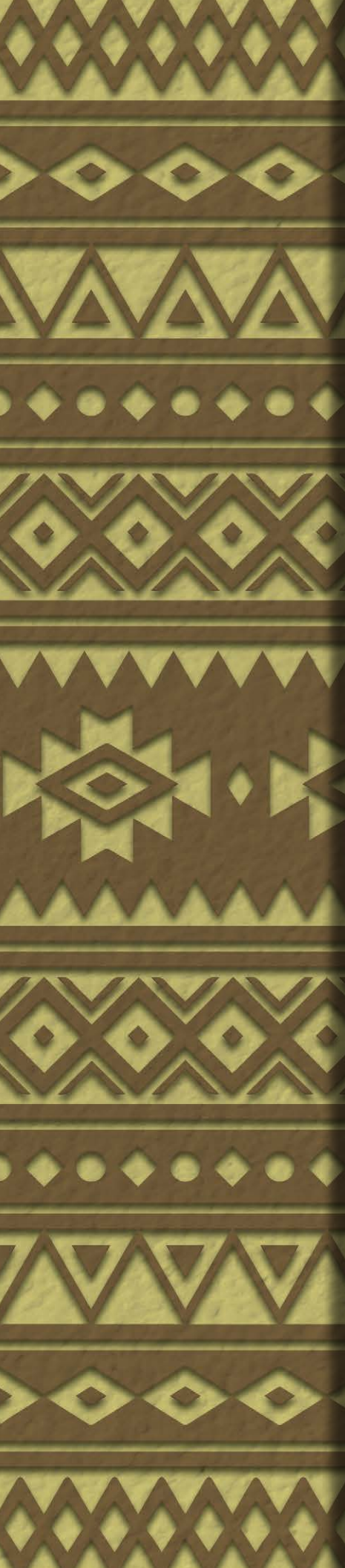
Commercial Center

Plans for the Commercial Center, designed to address various community needs, including a grocery store, gas station, Canada Post, communal area, business offices, gathering hall, and rental units, are 95% complete. Construction is slated to commence in summer 2025, with completion expected by 2026.



Photo Credit: Willy Bosum





REPRESENTATIVES



Lance Cooper Representative

As a representative, Chief Gaston and I have aligned our efforts to ensure that Ouje-Bougoumou realizes its full potential and receives its equitable share of Cree resources.

It is my privilege to address our Members as your Cree Nation Government Representative during this significant period in the history of Ouje-Bougoumou.

In October 2023, I had the honor of serving as a delegate at the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government 49th/46th Annual General Assembly in Eastmain, Quebec. During Chief Gaston Cooper's absence following the passing of his beloved mother, I undertook the responsibility of representing Ouje-Bougoumou as requested.

Since my election to the Cree Nation Government, there have been several meetings where I have actively participated. Having previously served as Deputy Chief and Interim Chief, attending these meetings has been familiar territory for me, allowing me to remain well-versed in the pressing matters at hand.

The Grand Council of the Crees/Cree Nation Government has declared 2024 as The Year of Economic Development, focusing on the "Strategic Enhancement of the Eeyou Eenou Economy." This declaration will catalyze coordinated efforts across all entities of Eeyou Istchee to maximize Cree spending authority, foster emerging Cree markets, strengthen Cree supply chains, and bolster other aspects crucial for a robust and resilient Cree economy.

Our local Economic Development team, in collaboration with Ouje-Bougoumou Enterprises Inc., will be hosting a local Economic Summit aimed at revitalizing and promoting the potential of our local economy. With this initiative and those to follow, the Cree economy is poised for growth and prosperity in the years ahead, and I am committed to actively supporting these local endeavors.

APATISIIWIN SKILLS DEVELOPMENT COMMITTEE REPRESENTATIVE



Stephanie B. Mianscum
Representative

It is with pleasure that I submit this years annual report.

I have been a representative for the Ouje-bougoumou Cree Nation since 2019 and this year is my 5th year with ASDAC.

The committee consists of 9 community representatives, one (1) per community, (1) representative from CSB, (1) representative from CNG and (1) representative from CNYC and the following are:

Stephanie B. Mianscum	Member of Ouje-Bougoumou
Patricia Trapper	Member of Waswanipi
Patrick Wapachee	Member of Mistissini
Ruth Jolly	Member of Nemaska
Rhonda Spencer	Member of Chisasibi
Brenda Bull	Member of Wemindji (chairperson - re elected 2024-2025)
Frances Kawapit	Member of Whapmagoostui
Cherly Weistche	Member of Waskaganish
Inimiki Polson	Member of Waskahawisibi
Rejean Gascon	Member of Cree School Board
Sheena Costain	Member of Cree Nation Government
Phillip Mattawashish	Member of CNYC/CNG

Projects are brought to the committee members that are above \$25,000.00.

ASDAC MEMBER MANADTE

- Ensure that the proposals promote employment for Cree beneficiaries and other residents, where applicable, including training for purpose of enhancing development of work skills necessary to support employability of the client.
- Ensure that proposals promote as much as possible full-time employment as criteria priority;
- Ensure that the increasing of the employment rate of the Cree population be monitored and promoted through all projects supported;
- Respect the monitor process and implementation of the ASD training plan when recommending project;
- Monitoring annual program initiatives involves evaluating various targets and results to ensure the program's success and alignment with its objectives. Key areas to monitor include: Eligible Clientele, Eligible Enterprises, Job Integration, Meeting Program Objectives and Funding Components.
- Support in addressing and promotion of issues to be addressed to Canada for support of client analysis and skills development in regard to all programs managed by ASD.

REGIONAL CTA REPRESENTATIVE



James Wapachee Representative

It is my pleasure to submit my report to the members as I assumed the role of Regional CTA Representative in late September 2023. I extend my gratitude to the community for their vote of confidence and trust. Since assuming this responsibility, I have endeavored to advocate for hunters and trappers at both local and regional levels. Below is a summary of events and activities in which I have participated.

CTA Elections

Prior to the CTA elections, I engaged in various studies and consultations conducted by CNG representatives/consultants, universities, biologists, and environmentalists, focusing on wildlife, migratory birds, and various fish species, including habitat.

Local CTA Committee Meetings

In October 2023, one of my initial local CTA meetings provided updates on the new CTA building, regional CTA

AGA, programs and projects, and the cabin insurance program. Our local AGA will be postponed until the new CTA is completed.

In April 2024, a local CTA meeting was held to discuss regional budgets for the 2024-2025 fiscal year, OBCN special projects budget, and JBEC Fund. Agenda items included gas/food subsidies, cabin insurance, and membership.

Eastmain CNG AGA

In October 2023, the Regional Cree Trapper's Association held its AGA in Eastmain. Local members participated as delegates, engaging in discussions covering various topics such as gas subsidies, air transportation, cabins, food subsidy, cabin insurance, firearms courses, climate change, and wildlife habitats.

Maamuu CTA/CNG Summit

Held in Mistissini in August 2023, the summit included presentations and discussions on topics such as cultural



baseline studies, Cree language preservation, regional projects, Grande Alliance, Niskamoon, Economic Security Program, climate change, and forest fires.

Firearms Recertification

In December 2023, the Regional CTA requested all Cree CFSC Instructors to acquire recertification to comply with RCMP and Federation Quebecoise des Chasseurs et Pêcheurs regulations. Local Firearms Instructors have since provided CFSC courses in Ouje-Bougoumou and Chibougamau.

CTA Board Meetings

Meetings were held in Ottawa in December 2023 and February 2024 to review regional AGA comments, discuss strategic plans, governance planning, wildlife directives, and trapline disputes.

Environmental Training

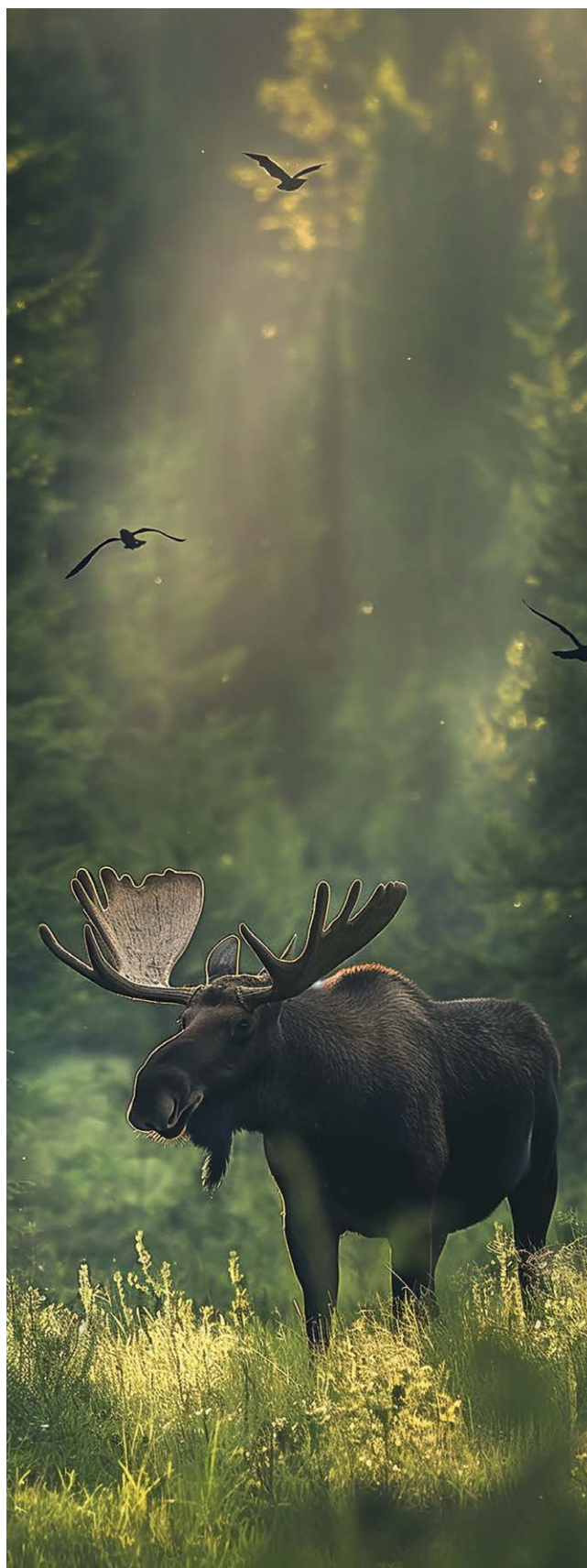
From January to March 2024, CNG's Environmental Department conducted BEAHR regional training focusing on ecology, hydrology, soil science, assessment/monitoring, environmental management, and legislation.

Cree Regional Climate Forum (CNG)

A three-day event held in Ouje-Bougoumou in April 2024 aimed to exchange valuable information on climate change, engage in adaptation planning, and foster climate leadership. Outcomes include a statement guiding communities, establishment of a regional advisory committee, and drafting a regional adaptation plan.

Thank you for the opportunity to serve as your Regional CTA Representative. I remain committed to advocating for the interests of hunters and trappers in our region.

James Wapachee
Regional CTA Representative



SCHOOL COMMISSIONER



Daisy Shecapio Cree School Board Vice-Chairperson Oujé-Bougoumou School Commissioner



As your Commissioner, I am dedicated to collaborating with CSB and regional entities to improve our education system. I serve as the voice and liaison for our members and students across all three sectors: Youth Sector, Capital Projects, and Sabtuan Adult Education Services.

My commitment to our community and our Wapitiwewan School is unwavering. Together, we will empower our students to thrive and achieve their educational goals.

Cree School Board Mission and Student Success

CSB mission is to provide for life-long learning while instilling the *iyiyiu chiihkaayaapimuwaawin* in partnership with our communities.

This allows each student to attain the qualifications and competencies to become a successful contributor to the *iyiyiu itiskaanaasuwin* and society at large.

Wapitiwewan School Youth Sector

ī. q'w'x Thank you! Merci !

Cree School Board expresses heartfelt thanks to our principal, community education administrator, teachers, and support staff. Your pivotal contributions ensure the smooth functioning of our school. We deeply value your commitment and hard work.



Wapitiwewan Teachers & Staff Cultural Orientation Day at Ouje point.



Waapihtiwewan School Grade 6 Graduates - 2023

Total # of Elementary & High School Students

181 registered students

- 26 preschool students
- 75 primary students
- 80 secondary students

Teaching Positions

- 27 including full-time substitutes

Capital Projects

CSB recognizes the importance of maintaining and improving the environment of all schools.

Waapihtiwewan School Projects

- Reorganization and renovation (Phase 2)
- Playground structure August 2024

Sabtuan Adult Education Services (SAES)

Provides high-quality, community-based educational and training opportunities for adults living in Eeyou Istchee

Total # of Sabtuan Students

6 students registered in Adult Education

- 3 students in Cycle One
- 3 students in Cycle Two

New departments

- Adult & Higher Learning (AHL)
- Complementary Services

Adult & Higher Learning

• Sabtuan Adult Education Services (SAES)

Provides high-quality, community-based educational and training opportunities for adults living in iiyiyiu aschii

• Post-Secondary Student Services (PSSS)

Empowers post-secondary students on their educational journeys off-territory

Ensures they have the necessary support and resources to succeed

• Higher Learning

Gives more options for students to pursue post-secondary education in iiyiyiu aschii

Supports educational growth, cultural preservation, and community empowerment.

Complementary Services

Special Education Services

Oversees collaboration with specialists and other entities to promote inclusive education for all students. Ensures that teachers, support staff and school administrators have the necessary tools, resources, and information

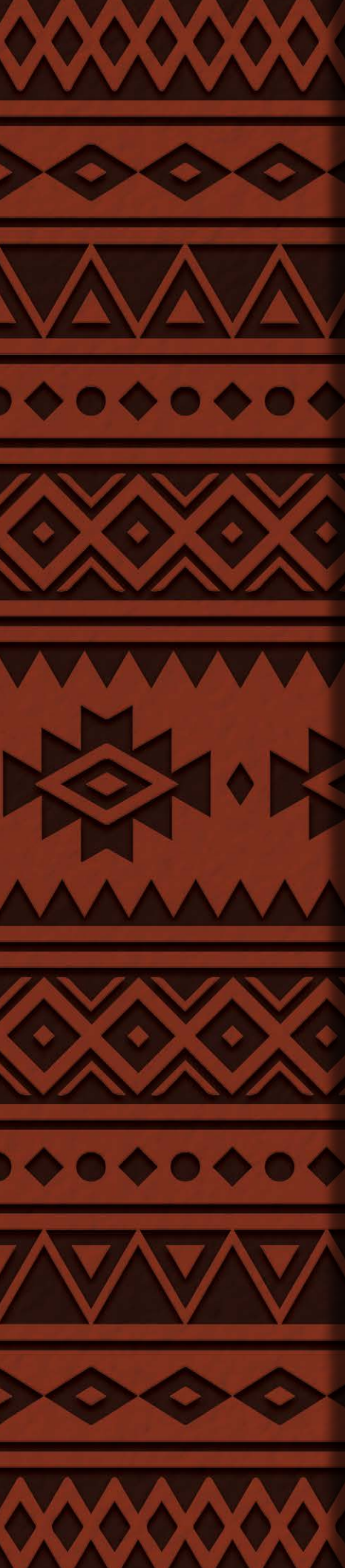
Response to Intervention (RTI)

Collaborates with administrators and teachers to create learning tools that target essential reading skills in Cree, English, and French. Gives all students the chance and help they need to reach grade-level reading ability

Socio-Emotional Wellness

Provides resources and services to support students in building their socio-emotional skills (including self-regulation, crisis management, etc.)





LES ENTREPRISES

OUIÉ-BOUGOUMOU

ENTERPRISES INC.

CHIEF EXECUTIVE OFFICER



Randy Bosum - Chief Executive Officer

It is my pleasure to report to you on the progress and initiatives of Ouje-Bougoumou Enterprises Inc. and its subsidiaries for the fiscal year 2023-2024. Following the recent leadership transition within the Ouje-Bougoumou Cree Nation through our last election, a new Board of Directors has been appointed for Ouje-Bougoumou Enterprises, Inc. This fresh leadership brings new perspectives while upholding our core mission and vision.

Our subsidiary enterprises include:

- Ouje-Bougoumou Kagoose Construction Company
- EcoNord Construction Inc.
- Kagoose-Larouche Construction Inc.
- Nimsken Corporation Inc.
- Miikan Drilling Inc.
- Staakun Enterprises Inc.
- Casey's Inc.
- Capissisit Lodge Inc.
- Broadback Outfitter Inc.

Several of our subsidiaries encountered challenges due to the restrictions and slowdowns caused by the widespread Forest Fires of 2023. However, we are actively working to recover lost momentum and remain dedicated to our mission.

I'm pleased to announce that our major partnerships,

Miikan Drilling and Kagoose-Larouche Construction, were financially profitable and provided employment opportunities for our community members.

We have capitalized on business opportunities in mining, forestry, and construction sectors within the Ouje-Bougoumou Traditional Territory. Our partnership with Groupe Desfor, resulting in EcoNord Construction, is yielding positive outcomes. The recent announcement by the Government of Quebec regarding contracts for the Principale Mine Project presents significant opportunities for our contractors and workers.

Furthermore, EcoNord will conduct an Environmental and Social Impact Assessment for the Assinica National Park establishment, in compliance with the James Bay and Northern Quebec Agreement. Through these strategic partnerships, we are fostering economic opportunities both locally and regionally, ensuring Ouje-Bougoumou's rightful place in the regional economy.

However, we continue to face financial challenges with certain commercial subsidiaries such as Auberge Capissisit Lodge and Casey's Gas Bar, exacerbated by recruitment and retention difficulties, a common issue across Canada, particularly post-COVID.

To address these challenges, we welcome back Ms.



Anouk Raphael as Interim Manager for Capissisit Lodge and have hired a new Head Cook.

Looking ahead, we envision Casey's playing a pivotal role as the anchor tenant of our local Commercial Centre project. Progress has been made in securing financial support for the Commercial Centre construction.

We remain focused on revitalizing underperforming subsidiaries and aim to reopen Broadback Outfitting Camp in 2024, creating additional employment opportunities. We understand the importance of ensuring the financial sustainability of our enterprises to fulfill our mission. Creative solutions will be implemented to align our commercial enterprises with our goals.

As we enter the new fiscal year, we are realistic yet optimistic about overcoming challenges and contributing to a healthy and prosperous community. I extend gratitude to our clients, Board of Directors, management, and staff for their trust and dedication.

Meegwetch.

Randy Bosum
Chief Executive Officer

OUJE-BOUGOUMOU ENTERPRISES INC. BOARD OF DIRECTORS	
Angel Mianscum	President
Janie Wapachee	Vice-President
Patricia Bosum	Member
Dion Mianscum	Member
Cassidie Decontie	Member



Photo Credit: Thy Le

CHIEF FINANCIAL OFFICER



Shirley Bosum
Chief Financial Officer

Greetings to all!

It is with great pleasure that I submit our Annual Report for 2023-2024 for Ouje-Bougoumou Enterprises Inc. This report primarily outlines the activities and financials of our organization for the fiscal year from April 1, 2023, to March 31, 2024.

During this period, we received contributions and funds from various sources, which have been crucial for our operations:

- **Enterprises Inc.:** We received a contribution from OBCN sourced from the earnings of our investments.
- **Staakun Enterprise:** Funds were received for forestry projects from Rexforet and Hydro-Quebec.
- **Nimsken:** Funds were acquired from the Cree Mining Exploration Board for mining exploration.
- **Chibougamau Diamond Drilling and Miikan Drilling:** Dividends were received from both companies.
- **Kagoose Construction:** Although no contracts were secured this year, joint ventures with Larouche Construction on housing projects and CHB units were established.

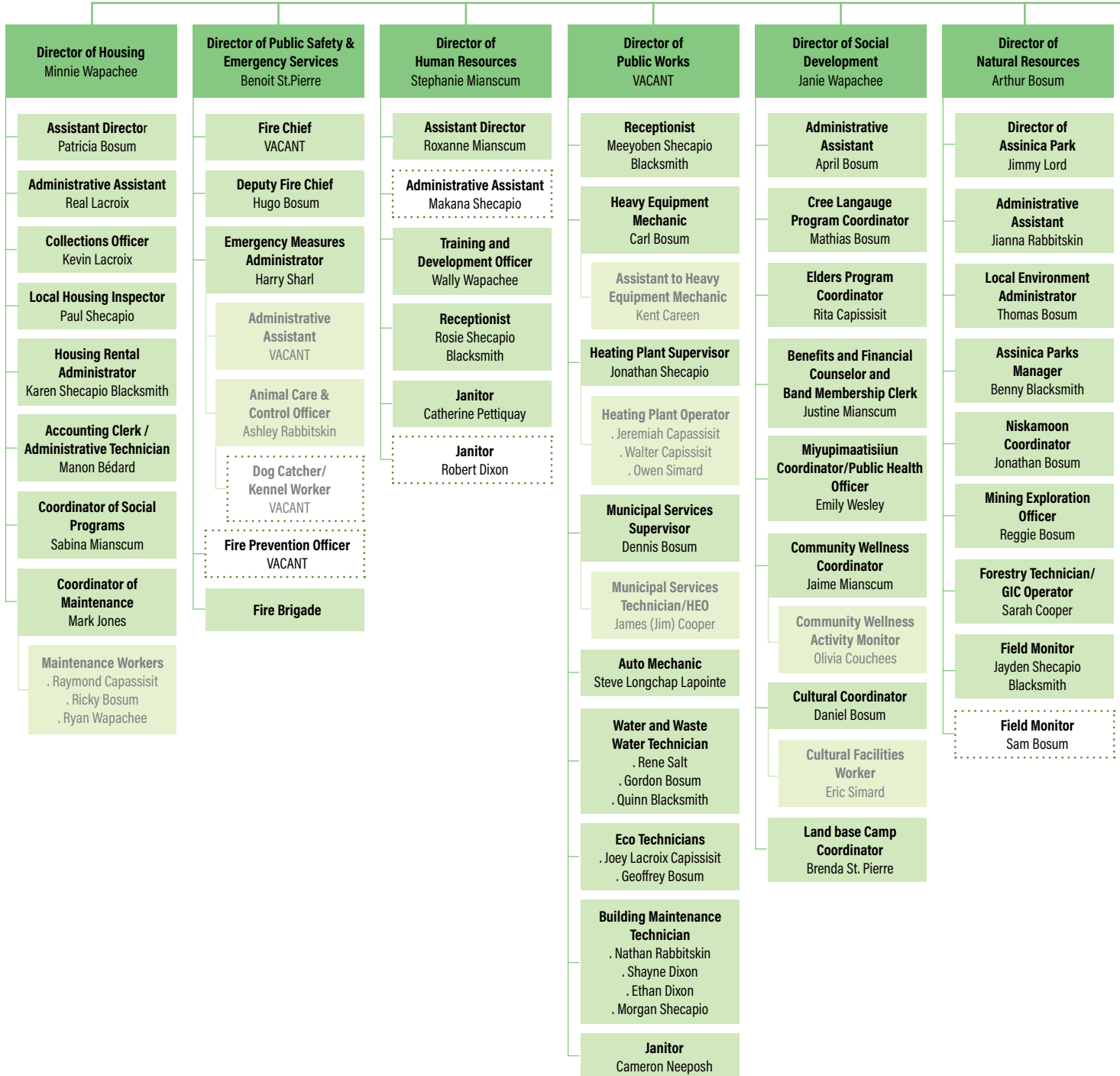
Additionally, our local businesses, including Cap. Lodge, Casey's Gas, and Broadback Fishing Camp, generated income from their operations. However, Broadback Fishing Camp remained closed due to forestry fires, resulting in delays in renovations. Funds for the camp's renovations were sourced from the CNG-Regional Development Fund and NRA fund.

Photo Credit: Thy Le

OUIE-BOUGOUMOU CREE NATION

CHIEF & COUNCIL

Corporate Secretary
Kristina Shecapio
Blacksmith



ORGANIZATIONAL CHART

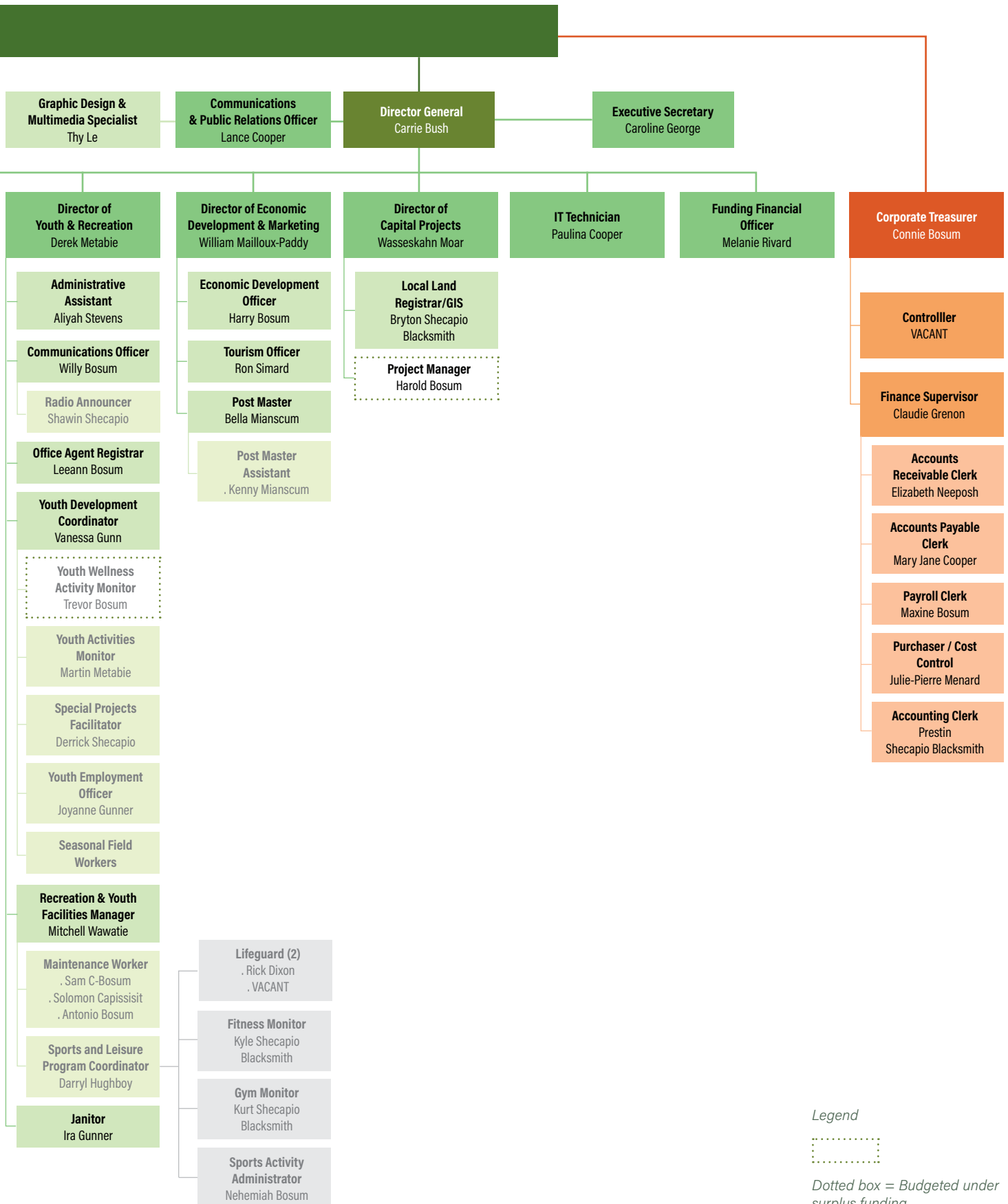




Photo Credit: Thy Le





OUIÉ-BOUGOUMOU
CREE NATION