

**Ontario
First Nations
Technical Services Corporation
2025/2026 Annual Report**



ONTARIO FIRST NATIONS
TECHNICAL SERVICES
CORPORATION

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About OFNTSC

The Ontario First Nations Technical Services Corporation (OFNTSC) was created in February 1995 and mandated by Ontario First Nations Chiefs-in-Assembly to provide professional advisory-level technical services and foster technical self-reliance for First Nations communities in Ontario.

The OFNTSC also creates future capacity by encouraging Indigenous youth to pursue careers in science, technology, engineering and math (STEM) through its Technical Youth Career Outreach Program (TYCOP) and annual student scholarship awards.

2023 – 2028 Vision Statement

To support and empower First Nations on their journey to technical self-reliance.

2023 – 2028 Mission Statement

Supporting First Nations in their right to technical self-determination through the delivery of culturally respectful professional technical services and training.





Respect

Supporting one another through respectful interactions with all forms of life, water and Mother Earth.

Trust

Having and maintaining faith and confidence in each other, both for our team, and with our client communities.

Humility

At OFNTSC, we will embody the qualities of selflessness and humility as we work together to create stronger First Nations communities and resources.

Honesty

Open and honest communication is a requirement of all staff, management, and directors.

Peace

We strive to maintain a peaceful work environment, free from unnecessary stressors, by maintaining a sense of balance, tranquility, and respect in all interactions with each other and the communities we serve.

Knowledge And Wisdom

Braiding traditional Indigenous knowledge and wisdom with Western ways of knowing strengthens our understanding of the work we do. We will strive to utilize the best of both worlds for the betterment of ourselves and our communities.

**OFNTSC Values
2023-2028**

President's Report

*Dear First Nations Chiefs,
Councils, Communities, and
Stakeholders,*

It is my honour to share the Ontario First Nations Technical Services Corporation's Annual Report for the 2025–2026 fiscal year. As a First Nations woman from Red Rock Indian Band and the first female Chair and President of OFNTSC, I am honoured to serve in this role. After five years on the Board of Directors, including the last two years as Chair and President, I remain proud to support the work of our dedicated team as we continue advancing the interests of First Nations communities across Ontario.

This past year marked the third year of our 5-year Strategic Plan, which continues to guide our work across six key priority areas:

Community Development,
Client Focus, Mandated Core
Services, Emerging
Opportunities, Talent
Development, and Culture &
Advocacy.

These pillars ensure our services are responsive, sustainable, and community-driven.



Through ongoing collaboration with First Nations, OFNTSC continues to provide technical expertise in critical areas like housing, water and wastewater, fire and safety, operations and maintenance, infrastructure resilience, and emergency planning. We also remain committed to growing capacity within communities by offering training, mentorship, and hands-on support.

We are proud to be a trusted partner to over 130 First Nations across Ontario. Our client-first approach is rooted in respect and meaningful relationships. We recognize that each Nation's needs are unique and work closely with leadership and staff to deliver culturally appropriate, practical solutions.

Our organization is grounded in core values:

**Respect, Trust, Humility,
Honesty, Peace, and
Knowledge & Wisdom.**

These guide every decision and interaction, whether working with communities, governments, or partner organizations.

“

Looking ahead, we remain focused on supporting First Nations' paths to technical independence and sustainability.

On behalf of the Board, I thank the community leaders, Elders, youth, staff, and stakeholders who contribute to our shared success. I look forward to another year of meaningful progress.

Miigwetch

”

Wendy Landry

**Board President and Chair
Member of Red Rock
Indian Band**



Executive Director's Report

*Dear Chiefs, Councils,
Community Members, Partners,
and Stakeholders,*

I am proud to share the continued progress and impact of the Ontario First Nations Technical Services Corporation (OFNTSC) throughout the 2025/2026 fiscal year. First Nations communities continue to inspire the work of our organization through their remarkable leadership, resilience, and innovation in addressing infrastructure, environmental, housing, water, and technical priorities. I speak on behalf of our entire team when I say that it is a privilege to support First Nations communities through the sharing of our technical expertise, training, advocacy, and capacity development.

Over the past year, OFNTSC has remained focused on delivering on the goals outlined in our 2023 – 2028 Strategic Plan. This year, our teams delivered a wide range of training opportunities through programs including the Circuit Rider Training Program, Fuel Systems Management Program, Housing and Infrastructure

Services, and Environmental Services. These initiatives included practical community-focused training in water and wastewater, source water protection, fuel handling, solid waste management, contaminated sites, and housing.

Strong relationships with our client communities, as well as our stakeholders, are key to advancing First Nations priorities. Throughout the year, OFNTSC continued to work closely with the Chiefs of Ontario, participating in quarterly leadership meetings and attending key gatherings, including the June 2025 Chiefs Assembly hosted in Hiawatha First Nation and the Chiefs of Ontario Golf Tournament. OFNTSC senior leadership continues to maintain regular engagement with Indigenous Services Canada (ISC) through monthly meetings focused on funding agreements, reporting requirements, and strategic opportunities that support First Nations infrastructure.

One area of increasing focus last year was the emergence of artificial intelligence (AI). At OFNTSC, we recognize both the potential benefits and associated risks and have taken a proactive approach by developing an AI policy to address key concerns. As this technology continues to evolve, OFNTSC remains committed to

First Nations data sovereignty, protection of confidential information, and maintaining the relationships that form the foundation of our work.

Protecting future generations and ensuring their job security is also at the top of our minds. This is why we have continued to award ten scholarships to First Nations students pursuing studies in science, technology, engineering, and mathematics (STEM). Through these scholarships, as well as our STEM Summit for First Nations youth, OFNTSC

continues to create pathways for future leaders, which contributes to the long-term technical capacity of the First Nations communities that we serve.

The accomplishments highlighted in this report are the result of the dedication of our staff, the guidance of our Board of Directors, the direct support of our funding partners, and most importantly, the trust placed in us by First Nations communities.



Melanie Debassige

MBA, ICD.D | Executive Director
Anishinabek Kwe, member of
M'Chigeeng First Nation

As we look ahead, OFNTSC remains committed to supporting community-driven solutions. We will continue to adapt to emerging challenges while remaining true to our core purpose: supporting First Nations in their right to technical self-determination through the delivery of culturally respectful professional services and training. On behalf of all of us here at OFNTSC, thank you for your continued partnership, collaboration, and trust.

Miigwetch

Our Board of Directors

The role of our board is to ensure long-term success and sustainability for OFNTSC and to enhance accountability and transparency.

The board composition is designed to represent and serve our stakeholders. It is appointed by our Voting Members, which ensures there is strong accountability to the people and communities we serve.

Directors

We have a best-in-class board with extensive local and national experience in the areas that are relevant to the success of OFNTSC and our stakeholders.



Wendy Landry

- Member of Red Rock Indian Band
- Board President/Chair
- Governance and Nominating Committee Chair
- HR and Compensation Committee
- Business and Technology Committee
- Audit and Risk Committee



Chris Buckell

- Member of Michipicoten First Nation
- Board Vice-President/Co-Chair
- HR and Compensation Committee Chair
- Governance and Nominating Committee
- Business and Technology Committee
- Audit and Risk Committee



**Kerry Black,
PhD, P.Eng.**

- Treaty #7 Territory, Ally
- Board Treasurer
- Governance and Nominating Committee
- HR and Compensation Committee
- Business and Technology Committee
- Audit and Risk Committee



Erin Corston

- Member of Chapleau Cree First Nation
- Board Secretary
- Governance and Nominating Committee
- Business and Technology Committee



Cheryl Fort

- Anishinaabe kwe from Ogoki River area, Embametoong First Nation and Marten Falls First Nation, part of Treaty 9
- Governance and Nominating Committee
- Audit and Risk Committee



William Hutchison

- Treaty #5 and Treaty #9 Territory, Ally
- HR and Compensation Committee
- Business and Technology Committee



Michael Jacobs

- Member of Curve Lake First Nation
- Governance and Nominating Committee
- Audit and Risk Committee



James Maingowi

- Member of Wiikwemkoong Unceded Territory
- Business and Technology Committee
- Audit and Risk Committee



Roger Rozon

- Member of Red Rock Indian Band
- Governance and Nominating Committee
- HR and Compensation Committee



Paul Schisler,
B.A.Sc, B.Comm, P.Eng.

- Ontario Treaty #2 Territory, Ally
- Business and Technology Committee Chair
- Governance and Nominating Committee
- HR and Compensation Committee
- Audit and Risk Committee



Elaine Stewart

- Audit and Risk Committee Chair
- HR and Compensation Committee



Sydney Allison

- Member of Curve Lake First Nation
- Governance and Nominating Committee
- Business and Technology Committee
- HR and Compensation Committee

**To learn more about our Board of Directors,
visit our website at
ofntsc.org/board-directors.**

What we do?

Over the course of the 2025/2026 fiscal year, OFNTSC provided the following core technical advisory services to First Nations in Ontario:

- **Asset Management (formerly Operations & Maintenance)**
- **Circuit Rider Training**
- **Engineering**
- **Environment**
- **Fire & Safety**
- **Fuel Systems Management**
- **Housing**
- **HUB**
- **Infrastructure**
- **Water & Wastewater Engineering**



The Ontario First Nations Technical Services Corporation

Corporation is proud to be the primary technical advisory service provider for **20 Unaffiliated First Nations (UFNs)** in Ontario. Since these communities are not affiliated with a Tribal Council to receive technical advisory services, OFNTSC is their primary technical advisory service provider.

In addition to working directly with the Unaffiliated First Nations, OFNTSC also works with **Tribal Councils** when a project may require additional resources. Since Tribal Councils receive funding to provide technical advisory services to their member First Nations, communities that are part of a Tribal Council must first approach their Tribal Council if they require services from OFNTSC.

OFNTSC also works with **the Large First Nations in Ontario**. Large First Nations often provide technical advisory services to their own communities as they are funded directly by Indigenous Services Canada. However, there are times when a large First Nation may require enhanced technical services, and OFNTSC is always there to provide assistance when required.

Who we serve- Our Communities



2025/2026 Year-at-a-Glance

- Through its partnership with Canada Mortgage and Housing Corporation (CMHC), the Housing program responded to **58** Technical Service Requests (TSRs), completed **219** inspections in **38** First Nations communities, and conducted **176** Physical Condition Reviews (PCRs) across **52** communities
- The HUB program closed more than 1,000 work orders, with **82%** focused on preventative maintenance activities, as well as completed more than 320 on-site community visits and over **100** operational, mechanical, electrical, and health and safety inspections



OFNTSC's Engineering team worked on **68** Engineering Projects worth approximately **\$225 million** and assisted with **19** funding applications to programs outside of ISC, successfully securing **\$47 million** in funding outside of ISC

Extended Asset Condition Reporting System activities were completed for **12** Unaffiliated First Nation Communities

Fuel Systems Management trained and issued certificates of completion to over 46 participants

Human Resources candidate recruitment efforts were enhanced through the expanded use of external First Nations-focused job boards to 17 platforms and participation in 12 recruitment and outreach events, including career fairs, community events, and post-secondary engagement

- OFNTSC's youth outreach program, TYCOP, hosted a national STEM Summit in Toronto, welcoming **292** participants. The Summit increased awareness of STEM careers while meaningfully integrating Indigenous knowledge
- Marking OFNTSC's **30th** anniversary, the TechNations Conference and Tradeshow brought together **275** participants, including First Nation leaders, youth, technical professionals, Elders, industry partners, and community representatives to celebrate three decades of service, innovation, and capacity-building across Ontario First Nations

10 student achievement awards valued at **\$2,000** given out to First Nations post-secondary students pursuing technical careers

Circuit Rider Trainer Program provided onsite training to more than **228** operators in more than **62** First Nations communities across Ontario in 2025/26 fiscal year

Our Environmental team held several successful trainings including: Contaminated Sites Management "**CSM 102**" Training, First Nation Led Blue Box Transition Network, Landfill & Waste Diversion Operator Training for Remote First Nations, and Source Water Protection Planning Workshops

717 Total Inspections Completed by OFNTSC Infrastructure Specialists

OFNTSC Infrastructure Specialists completed **717** inspections in **43** First Nations communities, including **373** new construction inspections and **344** existing construction inspections

The Water & Wastewater team participated in **27** water and wastewater projects with a combined value exceeding **\$460 million**

Strategic Plan Update

On September 26 & 27, 2022, our Board of Directors and Senior Management team met to bring our ideas together for a new five year (2023-2028) strategic plan. One that would bring our organization into a future where we:

- Assist First Nation communities to have the same quality of infrastructure as any other community;
- Are a valued and highly utilized organization, supporting our partners;
- Have diversified and expanded our services to ensure that all of our employees have a path to certification;
- Have a climate change action plan;
- Have engaged and employed our youth in FN-STEM (First Nations Science, Technology, Engineering, and Math);
- Have technically supported the removal of all long-term drinking water advisories;
- Have participated in achieving equitable technical standards for capital and operational maintenance for First Nations communities



This new plan took effect as of April 1, 2023 and includes the following pillars, which serve as the foundation of our strategic plan:
future where we:

1. Culture & Advocacy
2. Talent Acquisition and Development
3. Emerging Opportunities
4. Community Development
5. Client Focus
6. Mandated Core Services
for First Nations communities



... DIRECTOR REPORTS

Senior Director of Finance and Business Management

The 2025/26 fiscal year was a year of change for OFNTSC's Finance and Administration Department. Human Resources became a standalone department again under the leadership of the Director of Human Resources, Brandi Hill. There have been personnel changes, with people leaving and others joining or rejoining the Department. Throughout it all, the primary goal for the team remains unchanged - advance the OFNTSC organizational strategy by supporting OFNTSC's service delivery teams as seamlessly and efficiently as possible.

During the year, the Department continued to support OFNTSC's expression of interest in participating in the New Fiscal Relationship Grant. The New Fiscal Relationship Grant is an Indigenous Services Canada (ISC) program that provides 10-year funding arrangements for First Nations and First Nations organizations, replacing the

previous 5-year contribution agreements and providing OFNTSC with enhanced funding security. OFNTSC resubmitted its application during this year's expression of interest period and, unfortunately, was again unsuccessful. OFNTSC continues to review feedback and work with ISC to strengthen its application in anticipation of another opportunity to apply. In the meantime, OFNTSC has a new 5-year Contribution Agreement with ISC that provides funding stability.

The many successes and activities that the Finance team completes largely go unnoticed unless something goes wrong. A great success of the Finance team included the completion of 27 payroll processing cycles and 50 accounts payable processing cycles on a weekly and bi-weekly basis. Although this may not seem like a significant number, these transactions contribute to the millions of dollars in payments



that the team ensures are made seamlessly, on-time, and with minimal error. The team continues to work towards improving the timing of month-end financial close processes as well as reporting and forecasting processes. The Finance Policy and Procedure Manual was also updated during the year as part of continuous improvement processes. Senior Management and Project Leads are engaged with month-end financial reviews and project updates to ensure that project financials and activities align with approved proposals. During the fiscal year, OFNTSC met all of its reporting requirements with ISC and other funding agencies.

The Finance and Administration Department continues to oversee OFNTSC's Risk Management process and manage updates to the OFNTSC Risk Register. The Risk Register is reviewed and updated quarterly by Senior Management along with their teams, and updates are provided to OFNTSC Board Committees and the OFNTSC Board of Directors for their review and approval.

The Department looks forward to continuing to support OFNTSC in delivering against the goals and objectives in the 2023 – 2028 Strategic Plan.



Joe LeClair

MBA, CPA, CMA

Member of Bingwi Neyaashi
Anishinaabek

Director of Operations Report

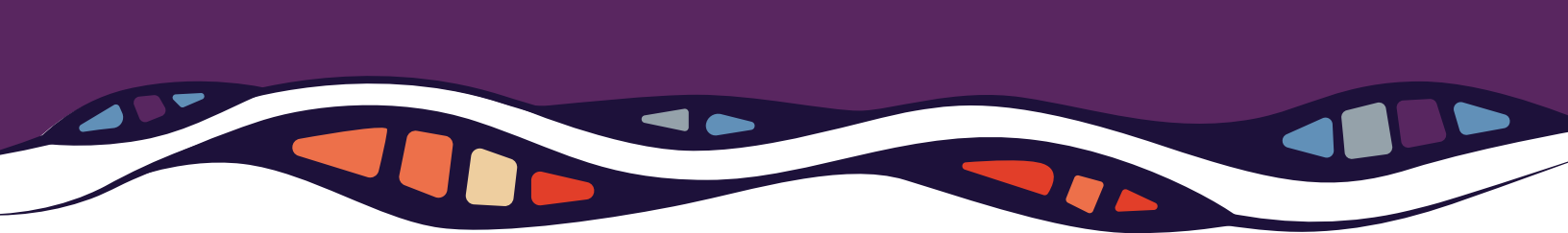
Over the past year, there has been a significant increase in capital funding for Indigenous housing programs. This has resulted in more renovation and construction projects on-reserve, with OFNTSC's Housing Inspectors filling a critical gap, ensuring that the number and the quality of homes being built and renovated in our communities are being managed effectively. While responding to this increased demand, the Operations Team also managed to establish the Housing Circuit Rider Training Program (HCRTTP). Aligned with the provincial housing inspector training curriculum and delivered to Tribal Council representatives from across Ontario, this year's participants are now positioned to challenge the Ministry of Municipal Affairs and Housing exams and are on their way to becoming certified Provincial House Inspectors.

OFNTSC's Bulk Fuel System Operator training program continues to be recognized both federally and provincially, as it is the only training program of its kind in all of Canada. The program supports all of Ontario's First Nation-owned refuelling establishments while continuing to be

integrated with bulk fuel system operations in our remote northern communities; the original concept for the department's creation.

The Fire and Safety program has been a cornerstone of OFNTSC since it was incorporated, and significant efforts have been made towards establishing an associated training program. Limited only by funding, First Nation community Fire and Safety awareness presentations and fire infrastructure project support continued to be the department's focus in 2025/26.

The Circuit Rider Training Program (CRTTP) adjusted its approach to First Nation Water Treatment Plant Operator engagement over the past fiscal year. As a province-wide training program serving Indigenous Water Treatment Plant (WTP) Operators, OFNTSC refreshed our curriculum, created new positions, and made progress towards delivering the program in First Nation communities that had previously been underserved. Chiefs, Councils, and Band Managers play a critical role in ensuring that their WTP Operators participate in the OFNTSC



C RTP. Results attained over the past year clearly display that when Indigenous WTP operators are participating in the OFNTSC's CRTP, a First Nation community is less likely to experience a Boil Water Advisory over any lengthy duration of time.

Our HUB program's support services to the Unaffiliated First Nations (UFNs) across Ontario is another key program for WTP maintenance services, comparable to, if not exceeding, other Municipal jurisdictions in Canada. Long-Term Drinking Water Advisories (LTDWA) and Boil Water Advisories (BWA) have both decreased dramatically in Ontario's UFNs since the HUB's inception; an attribute of a committed team who have implemented a preventative maintenance program that has successfully lessened the probability of catastrophic equipment failures. OFNTSC's two-tiered HUB approach of scheduling licensed WTP operators onsite in

conjunction with the technical support of OFNTSC millwrights and electricians not only ensures that a UFN's water supply will not be disrupted, but more importantly, will be safe to drink.

In conclusion, over the past year, OFNTSC's Operations Team increased our collaborative approach to remove the technical obstacles First Nations face throughout Ontario. Improving the conditions of housing, fuel, fire safety, and water & wastewater systems remained our core goal, with each of us supporting one another and our communities in attaining these achievements. Our work is not done, but I remain confident that we are making significant progress towards technical self-reliance for all First Nations in Ontario. Until that day, OFNTSC will continue to provide the support that First Nations communities can depend on.



Glen Goodman
Member of Animbiigoo
Zaagi'igan Anishinaabek

Engineering & Infrastructure Services Report

The Engineering, Environment, and Asset Management Teams have all been extremely productive and faced some significant challenges over the past year. It has been impressive to partake in each department's development, adapting and striving to surpass the targets of their assignments and our communities' projects.

Over the previous year the OFNTSC has witnessed an increase in recognition for the Engineering Team's expertise and broad outreach as the team was tasked to lead a number of National initiatives with respect to water servicing. The investigation into streamlining design parameters when contemplating fire flow for on-reserve water treatment plants across Canada has been an ambitious undertaking. The OFNTSC is spearheading and leading these national discussions in a partnership with Indigenous Services Canada. Another initiative with Health

Canada and ISC is a series of info sessions introducing changes to the Canadian Drinking Water Quality Guidelines for First Nations across Canada. Through collaboration with our Communications Team, these information sessions have been broad-reaching and successful.

In addition, the Engineering Team has been an invaluable resource supporting 68 major projects across numerous First Nation communities throughout Ontario. The value in the OFNTSC's technical support is continually being recognized, especially for the team's understanding of, and ability to work through the challenges First Nations continually face.

The Environment Team continues to expand the knowledge base of First Nation technical staff across the Ontario Region. They exemplify the concept of placing contemporary tools in the hands



of traditionally minded people. This has led to strengthening our First Nations' capabilities and retaking the lead in their roles as stewards of the land. With this in mind, the OFNTSC Environment Team is planning to work with the Chiefs of Ontario's Knowledge Keepers and align our corporation's environmental services with a traditional knowledge base.

The Asset Management Team oversees a process our First Nation communities have had a long history with. Whether it being traditional activities harvesting fish and foods, planting, preserving, and building accommodations, First Nations have always been masters at managing scarce resources to ensure their survival. In today's context, First Nations are once again being asked to manage limited resources and manage their assets to

ensure for the security and survival of our people and communities.

OFNTSC is extremely pleased with the relationships that our Asset Management Team has struck with the communities they work with. They constantly find ways to push the needs of First Nations to the forefront and have acted as the activity coordinator for many Engineering and Environmental Team projects. Going forward, we anticipate that the Asset Management Team will begin to take a more central role in coordinating capital project activities with our Engineering Team and other OFNTSC portfolios as they and our member First Nations begin to gain a deeper understanding for the potential of individualized Asset Management Plans becoming operationalized.



Director of Human Resources Report

The Human Resources Department (HR) continued to support the Ontario First Nations Technical Services Corporation technical service delivery teams by advancing organizational capacity, strengthening recruitment initiatives, and promoting culturally grounded workplace practices aligned with OFNTSC's strategic direction.

HR established a dedicated Outreach Coordinator position to attract First Nations candidates and to strengthen community and academic institution partnerships, and increase awareness of career opportunities within the organization. First Nations candidate recruitment efforts were enhanced through the expanded use of external First Nations-focused job boards to 17 platforms and participation in 12 recruitment and outreach events, including career fairs, community events, and post-secondary engagement.

Throughout the year, HR focused on strengthening relationships with post-secondary Indigenous Student Centres and Indigenous employment networks across Ontario. These efforts supported OFNTSC's commitment to increasing recruitment of First Nations candidates and

retaining First Nations talent.

Internally, the department continued to enhance organizational processes and procedures, and employee supports. A draft of the Human Resources Handbook and Procedure Guide for use by HR Staff was developed to provide greater consistency, transparency, and guidance regarding procedures and workplace expectations. HR also continued to support employee engagement initiatives while promoting practices grounded in professionalism, integrity, fairness, and respect.

HR supported a summer student program providing three First Nations students with meaningful work experience and the opportunity to develop employable skills. One student supported Engineering and Infrastructure, assisting with project-related activities and technical service delivery. A second student supported the Finance team, contributing to accounts payable functions and gaining exposure to financial operations. A third student supported the Human Resources department, assisting with day-to-day HR activities and administrative functions.

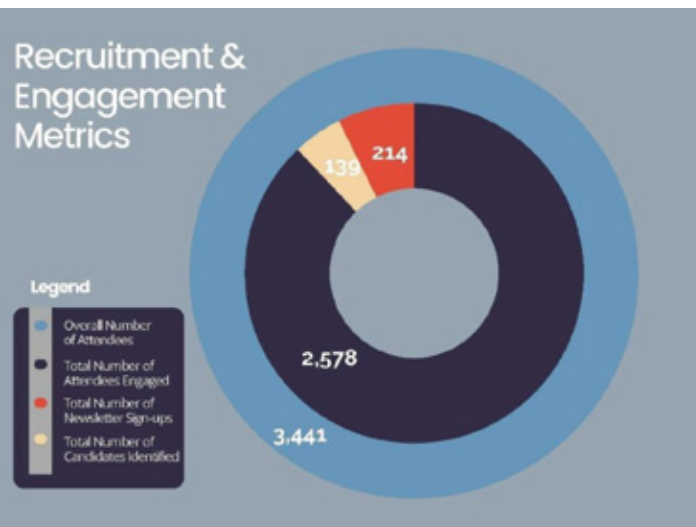


★ Office Locations

1. Mississauga of the Credit First Nation
2. Brantford Service Centre
3. Atikameksheng Anishnawbek
4. Thunder Bay Service Centre

📍 Recruitment Locations for 2025 - 2026

1. **Sudbury:** Laurentian University
2. **Toronto:** TYCOP STEM Summit
3. **Brantford:** APSIP - Six Nations Polytechnic High School
4. **Brantford:** APSIP - Brantford Collegiate Institute
5. **Toronto:** ISC Gathering
6. **Hiawatha:** COO AGM
7. **Six Nations:** Energy & Employment Fair
8. **Six Nations:** GREAT Job Fair
9. **Thunder Bay:** Confederation College
10. **Thunder Bay:** Lakehead University
11. **Toronto:** AISES Canada Gathering
12. **Hamilton:** Mohawk College
13. **Markham:** LNHL
14. **Niagara-On-The-Lake:** Niagara College
15. **Winnipeg:** AFN Circle of Trade



Looking ahead, Human Resources will continue to build upon this year's progress by expanding First Nations candidate recruitment outreach initiatives, strengthening partnerships with Indigenous organizations and post-secondary institutions, enhancing employee engagement and retention strategies, supporting succession planning, and advancing culturally relevant practices across the organization. Human Resources remains dedicated to supporting OFNTSC through people-focused leadership, organizational development, and continued investment in First Nations talent.



Brandi Hill

Member of Six Nations of the Grand River

Director of Communications Report

Shekoli/Hello,

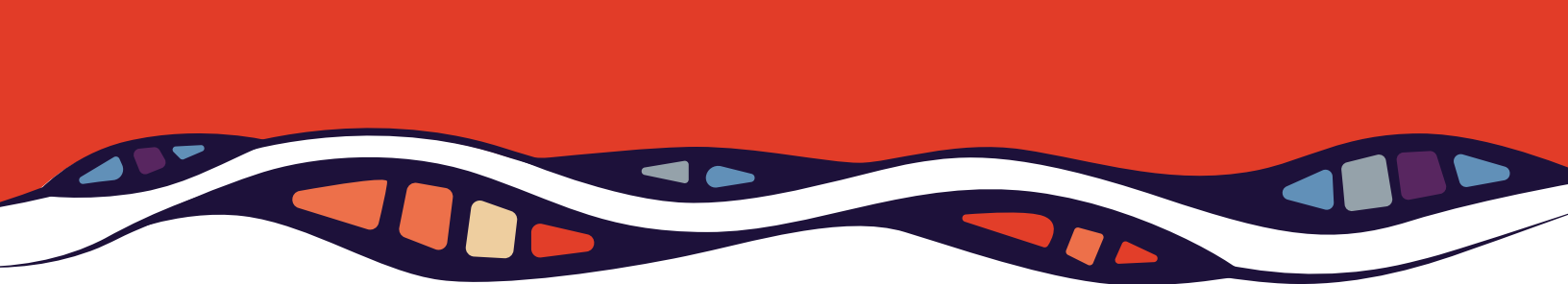
At the Ontario First Nations Technical Services Corporation, communication plays a vital role in the work we do. Whether through the strengthening of relationships, ensuring that information is easily and readily available to our clients and stakeholders, or helping to amplify the voices of First Nations communities, strong and reliable communication strategies lie at the core.

One of our primary methods of outreach is our newsletter, which is sent on a monthly basis via email to 1,450 subscribers representing over 83 First Nations communities and including contacts from all 16 Tribal Councils in Ontario. The monthly newsletter is a great resource for First Nations technical representatives as it regularly contains information about important training and funding opportunities, OFNTSC signature events, and much more.

Our team also believes strongly in the value of face-to-face conversations and

education. That's why we are passionate about planning and delivering Ontario's premier technical services conference for First Nations, otherwise known as our annual TechNations Conference and Tradeshow. Last year, in May 2025, the conference was held in Niagara Falls and brought together over 275 delegates, with First Nations representatives making up 70% of those in attendance. The event was very well received. Based on the results of our post-event survey, 100% of attendees are likely to attend another OFNTSC-hosted event in the future.

With 2025 being OFNTSC's 30th year in operation, there was much reflection and discussion about the next 30 years and how OFNTSC can help empower future generations to continue the important work of achieving technical self-reliance in First Nations. Through the Technical Youth Career Outreach Project (TYCOP), the communications team successfully planned and delivered a STEM Summit



for First Nations secondary students that was held in Toronto on October 15 & 16, 2025.

The First Nations Youth STEM Summit brought together 292 First Nations students and their chaperones from 43 schools representing 40 First Nations. Over the course of the two-day event, students were able to attend workshops on engineering, environmental science, fire and safety, water and wastewater, and other technical education pathways. The future of our youth is truly limitless and bright, and it was my honour to play a small role in their educational journey.

We wouldn't be where we are today without the courage and wisdom of our ancestors and our shared histories. That's why I'm also proud to report that the communications team organizes monthly lunch and learn sessions internally for

OFNTSC team members. By bringing in a variety of speakers from various backgrounds and areas of expertise, we aim to help broaden our knowledge base, open lines for cross-departmental dialogue, and foster inspiration and pride in the work we do. This series is ongoing and essential to the cultural knowledge and professional development of the organization.

In conclusion, I look forward to continuing to serve in the role of Director of Communications and welcome future opportunities to connect and share the incredible work of OFNTSC. If you have any questions, concerns, or if you would simply like to learn more, drop us a line any time via email to communications@ofntsc.org.

Yaw^ko/Thank you,



Chelsey Johnson
MA | Member of Six Nations of
the Grand River



... CORE SERVICE REPORTS



Asset Management Service Update

Utilizing the services from First Nations Engineering Services Limited, OFNTSC coordinated the 2024-2025

Extended - Asset Condition Reporting System (E-EACRS) inspections for (12) Unaffiliated First Nation communities. The E-ACRS process inspects infrastructure assets in the categories related to water, wastewater, electrical, roads/bridges, education, community buildings, fire protection, and solid waste, all of which Indigenous Services Canada provides O&M funding contributions.

The E-ACRS process is intended to offer several benefits for First Nations communities, primarily centered on infrastructure management and sustainability. Some of these benefits look to improve asset management practices, better facilitation of infrastructure funding, and reducing long-term costs by enabling proactive maintenance procedures.

Also included in E-ACRS is a 35-Year Component/Asset Replacement schedule that provides a forecast of capital replacement costs over a 35-year timeframe. The replacement forecast can be used to support the development of Asset Management Plans for First Nation communities. Utilizing the services from Saulteaux Consulting & Engineering Inc, OFNTSC



coordinated the 2025-2026 Extended - Asset Condition Reporting System (E-EACRS) inspections for (6) Unaffiliated First Nation communities.

The 2025-2026 Asset Management Project commenced this fiscal year with a 2-stage approach, which had Cohort 1 of 6 First Nations and Cohort 2 of 4 First Nations. OFNTSC secured funding for this project from Indigenous Services Canada Asset Management program and secured the services of Dillon Consulting to assist in the project. The project includes in-person and virtual workshops with main FN representatives. Both cohorts received a draft Asset Management Plan.

Using the Climate Risk Assessment module of the FN-iRT, Serpent River and Mississauga First Nations have started their Climate Risk Assessment project. Their climate risk assessment identified risks and vulnerabilities of their community infrastructure to the effects of current extreme weather and future climate. As an approach to help manage and mitigate climate impacts, the communities incorporated these risks into their Asset Management Plans. E-ACRS

site inspections identified new assets, changes in asset code, and decommission assets. The last ACRS process was conducted 7 years ago for both 2024/2025 and 2025/2026 projects. Communities were able to identify new assets and adjustments in the funding allocations.

Communities involved in the Asset Management project were able to enhance their skill set with E-ACRS-AM Tool, Level of Service, Risk Rating, Lifecycle Management, and Financial Strategy workshops. These workshops assisted in the development of their Draft Asset Management Plans.

One of the challenges faced in the past year was the transition from 2018/19 Asset Conditioning Report System to new 2024/25 Extended Asset Conditioning Report System, which set additional administrative asset alignment tasks.

Reviewing the Integrated Capital management systems (ICMS) identifies that further quality assurance and quality control actions are needed. Further time is needed to address the transition of health asset to the ICMS.





Looking forward

Over the coming fiscal year, our department plans to

- Apply the FN-iRT Climate Risk Assessment Module 3 at (2) NSTC First Nations,
- Conduct E-ACRS Inspections at (6) Northern Unaffiliated First Nations,
- Complete final asset management plans for Cohort 1 and 2, and
- Finalize the lessons learned report from the Asset Management project.



Circuit Rider Training Program (CRTP) Service Update

During the 2025/2026 fiscal year, the Circuit Rider Training Program provided training to 228 community water operators for 5,467 Continuing Education Unit (CEU) Training Hours and 1,694.5 On-the-Job Training (OJT) Hours, for a grand total of 7,161.5 Training Hours.

In addition, the CRTP trainers:

- Completed 13 CT Calculations for site-specific Water Treatment Plants
- Had 8 participants register for the Mandatory Renewal Course
- Assisted 2 participants with filling out and submitting their Exam Registration Applications
- Assisted 1 participant with filling out and submitting their Certificate Upgrade Application



The Circuit Rider Trainer Program provided onsite training to more than 228 operators in more than 62 First Nations communities across Ontario in the 2025/26 fiscal year.

Some exciting events that happened in the past fiscal year:

- The Water Operator Trainers participated in 3 separate group trainings through Walkerton Training Centre (in person and virtually), enhancing team building and ensuring the trainers receive enough training hours to maintain their water operator licenses.
- Facilitated 2 Managing Safe Drinking Water Systems in First Nation Communities courses to Chief and Council of two separate communities.
- Facilitated 2 large OIT training sessions of 8+ people in each group.

The Circuit Rider Trainer Program's unique ability to travel for in-person on-site training, at no cost to the community, minimizes downtime and ensures the Water Operator can train on-site while maintaining their responsibilities. It allows for flexibility in training delivery between Continuing Education Units and site-specific On-the-Job Training, which can be tailored based on specific needs, whether it's technically focused or preparing for examinations.

Logistics throughout Ontario often pose considerable challenges, especially when travelling remotely, and time is often of the essence. The Circuit Rider Program strives to deliver in-person training opportunities to all First Nations operators of Ontario. The wildfires last summer/fall and spring flooding have also disrupted operations, leading to evacuations in several Northern communities and reducing overall participation in training opportunities.



Looking forward

The Circuit Rider Program continues to expand its training library of 33 courses and is always exploring new and innovative ways to deliver these courses. The CRTP Program is currently updating and renewing eight CEU director-approved courses this year through OWWCO, while also working with the Environment Division to OWWCO to apply for the Source Water Protection Planning Framework to become CEU accredited. In addition, the program is collaborating with the Communications Department to update several of the training templates and digitize some of the forms.

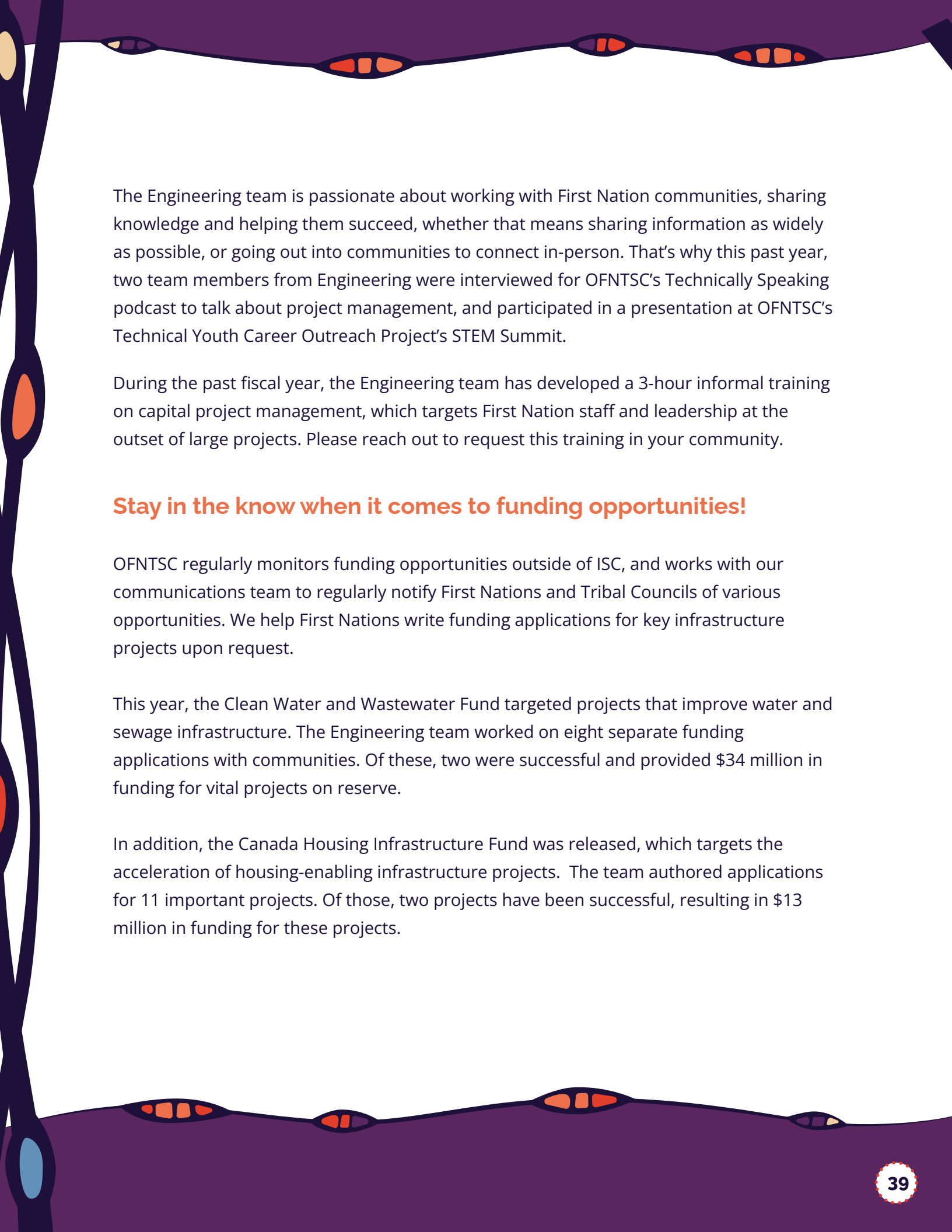
The Environment and CRTP Program have also registered to present jointly at the Niagara: NextWave and at the National Water and Wastewater Conference in Halifax on the topic of Source Water Protection in the upcoming months.



Engineering Service Update

OFNTSC's Engineering team remains dedicated to improving infrastructure projects for First Nations across Ontario. A core component of the Engineering services is to provide technical advisory services to communities – the engineering team works with First Nations communities throughout every step of the entire project, from helping source funding, retaining qualified consultants, reviewing design submissions, schedules and budgets. We are team members on 68 Engineering Projects with a capital value of approximately \$225 million.

The projects are diverse and can touch on all parts of life in a First Nations community, such as Capital Planning Studies, schools, fire halls, health centres, cultural sites, baseball fields, training facilities, bridges, and community centres. All projects that support communities demonstrate the shared goal between OFNTSC and our First Nations clients, which is having safe and happy communities and families.



The Engineering team is passionate about working with First Nation communities, sharing knowledge and helping them succeed, whether that means sharing information as widely as possible, or going out into communities to connect in-person. That's why this past year, two team members from Engineering were interviewed for OFNTSC's Technically Speaking podcast to talk about project management, and participated in a presentation at OFNTSC's Technical Youth Career Outreach Project's STEM Summit.

During the past fiscal year, the Engineering team has developed a 3-hour informal training on capital project management, which targets First Nation staff and leadership at the outset of large projects. Please reach out to request this training in your community.

Stay in the know when it comes to funding opportunities!

OFNTSC regularly monitors funding opportunities outside of ISC, and works with our communications team to regularly notify First Nations and Tribal Councils of various opportunities. We help First Nations write funding applications for key infrastructure projects upon request.

This year, the Clean Water and Wastewater Fund targeted projects that improve water and sewage infrastructure. The Engineering team worked on eight separate funding applications with communities. Of these, two were successful and provided \$34 million in funding for vital projects on reserve.

In addition, the Canada Housing Infrastructure Fund was released, which targets the acceleration of housing-enabling infrastructure projects. The team authored applications for 11 important projects. Of those, two projects have been successful, resulting in \$13 million in funding for these projects.

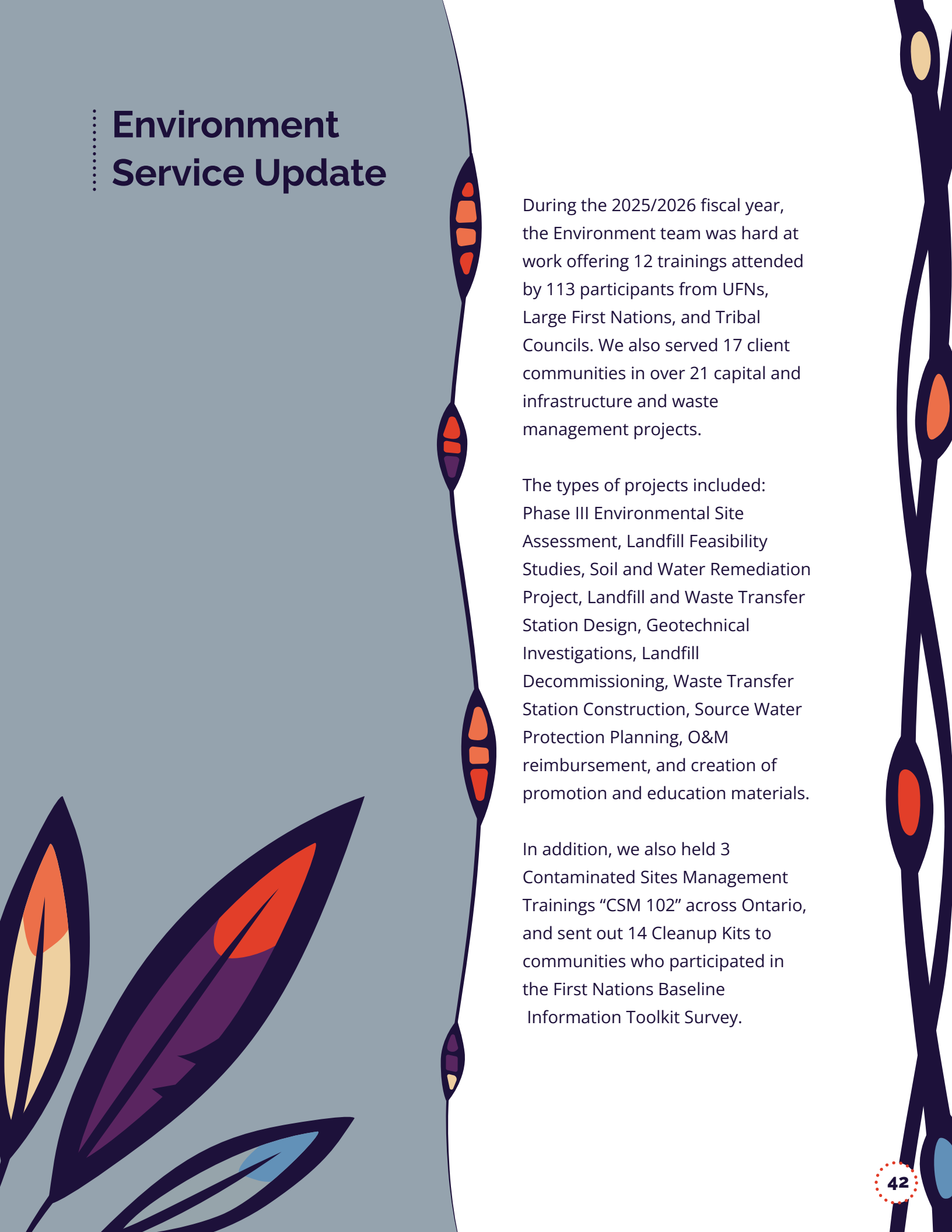




In the Community!

OFNTSC worked with the Chippewas of Nawash on submitting a funding application to upgrade its community centre. The application was successful, and the First Nation received \$2.9 million in funding from the Green and Inclusive Community Buildings Fund!

In addition, the team worked on submitting a separate application to have the emergency backup generator funded – the building will be able to serve as a muster point in case of weather emergencies, prolonged power outages and extreme heat. The building upgrades have been designed, and are currently tendered with a construction target of summer 2026.

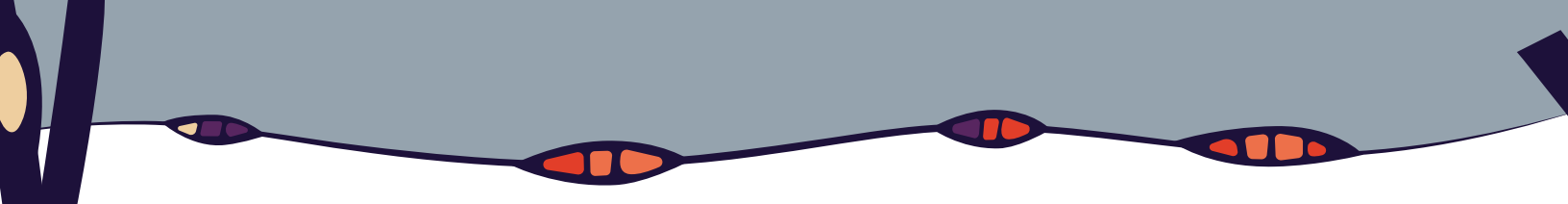


Environment Service Update

During the 2025/2026 fiscal year, the Environment team was hard at work offering 12 trainings attended by 113 participants from UFNs, Large First Nations, and Tribal Councils. We also served 17 client communities in over 21 capital and infrastructure and waste management projects.

The types of projects included: Phase III Environmental Site Assessment, Landfill Feasibility Studies, Soil and Water Remediation Project, Landfill and Waste Transfer Station Design, Geotechnical Investigations, Landfill Decommissioning, Waste Transfer Station Construction, Source Water Protection Planning, O&M reimbursement, and creation of promotion and education materials.

In addition, we also held 3 Contaminated Sites Management Trainings “CSM 102” across Ontario, and sent out 14 Cleanup Kits to communities who participated in the First Nations Baseline Information Toolkit Survey.



Training was a key area for the Environment team during this past fiscal year, with our team holding several successful trainings, including: Contaminated Sites Management “CSM 102” Training, First Nation Led Blue Box Transition Network, Landfill & Waste Diversion Operator Training for Remote First Nations, and Source Water Protection Planning Workshops.

Operations and Maintenance:

- Assisted four (4) UFN Communities in applying to ISC under the Solid Waste O&M funds, and they successfully received a total of \$651,850.00 from ISC.
- Assisted three (3) UFN communities and one (1) Large First Nation community in securing a total of \$1,381,884.25 of funding under the First Nation Waste Management Initiative for the purchase of waste collection vehicles.



Project Spotlight:

Sandy Lake’s Soil and Water Remediation Project, of which OFNTSC is part of the team, was represented in the Environmental Journal as One of Canada’s Top 25 Remediation Projects





In the Community!

The Environment team gave presentations at:

- Northern Ontario First Nations Environment Conference (NOFNEC)
- The First Nation National Waste Conference
- The CWRA National Conference: Living Between the Waters

We also do our best to be involved in the communities we serve by having team members sit on a number of regional and national committees, including:

- National Advisory Committee (NAC) on the First Nation Waste Management Initiative (FNWMI),
- The Joint Table on First Nations Waste Management and Unauthorized Dumping, and
- The NRCAN First Nation Floodplain Mapping Working Group.

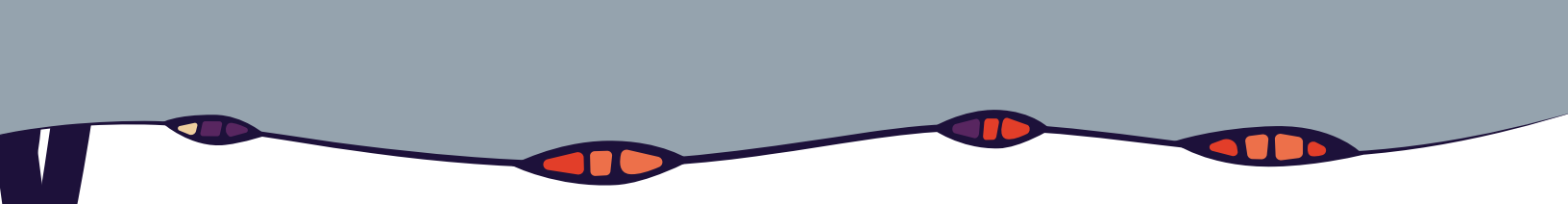
Resources:

- Developed a User Guide to Establish a Used Tire Collection Site with eTracks Tire Management

**Here are some testimonials from our
training participants –
Thank you for the kind words!**

"The Contaminated Sites 102 training was extremely beneficial to my role within the Lands & Resources Department at Couchiching First Nation, especially as our community is directly involved with one of the largest environmental remediation projects in Canada. The course provided me with a deeper understanding of Phase I & II Environmental Site Assessments, while the hands-on drilling and sampling demonstrations gave me valuable first-hand insight into field procedures and core sample collection that I had never previously been exposed to. Overall, it was an excellent and highly relevant course that strengthened my understanding of contaminated sites work occurring within our community."

**Sandy Bruyere,
Contaminated Sites/Lands & Resources Project Coordinator,
Couchiching First Nation**



"The CSM102 training course taught me how to critically think about all aspects of contaminated site management, including policy and procedure, government criteria, proper sampling and PPE, site assessment etc. As an Environmental Advisor for Nokiwin Tribal Council, I was able to apply this knowledge just one week after completing the course during a spill incident that occurred near one of Nokiwin's member communities. I was able to confidently collect samples following best practices. The training improved my readiness and ensured that I could respond effectively and support timely, informed decision-making for community protection, and the knowledge gained will continue to support my work moving forward."

Heron Ling,
Environmental Advisor, Nokiwin Tribal Council

"I've only been with BTC one month but OFNTSC has helped me fund training for two operators from Wabaseemong FN. They are taking household hazardous waste training through SWANA tomorrow and landfill fire safety in February. So that's very helpful for our FN operators who are boots on the ground guys when it comes to solid waste in community."

Waste Management Coordinator, Bimose Tribal Council

One of the challenges faced during the previous fiscal year was that the Ontario Ministry decided not to go forward with the Best Practices for Source Water Protection Fund this fiscal year, which impacted UFN's ability to engage in source protection planning and actions.

Many First Nations communities are not aware that there are two streams of solid waste funding available through Indigenous Services Canada First Nation Waste Management Initiative (FNWMI) and Solid Waste Operation & Maintenance.

Both streams, FNWMI and O&M, are proposal-based. Invoices are required for a Solid Waste O&M funding submission to ISC, and the tracking of solid waste-related costs is required

First Nation Waste Management Initiative (FNWMI) (sunsetting 2028)	Solid Waste O&M
Eligible projects include: PLANNING • Feasibility studies & solid waste management plans • Technical or engineering studies • Site operations plans • Waste site closure & post closure plans CAPACITY BUILDING • Training for waste site operators • Regional coordination INFRASTRUCTURE • Construction or upgrades of existing landfill sites and transfer station • Decommissioning of refuse sites and landfills; post closure monitoring PROGRAM & PARTNERSHIPS • Diversion programming development and implementation	Eligible costs include: • Service Agreements (for collection, hauling) • Tipping fees • Bin Rentals • Staff costs (operators, coordinators, support staff, etc.) • Site Servicing costs (electrical, water, etc.) • Site maintenance costs (snow removal, grading, etc.) • Licensing & Registration • Insurance • Community Education

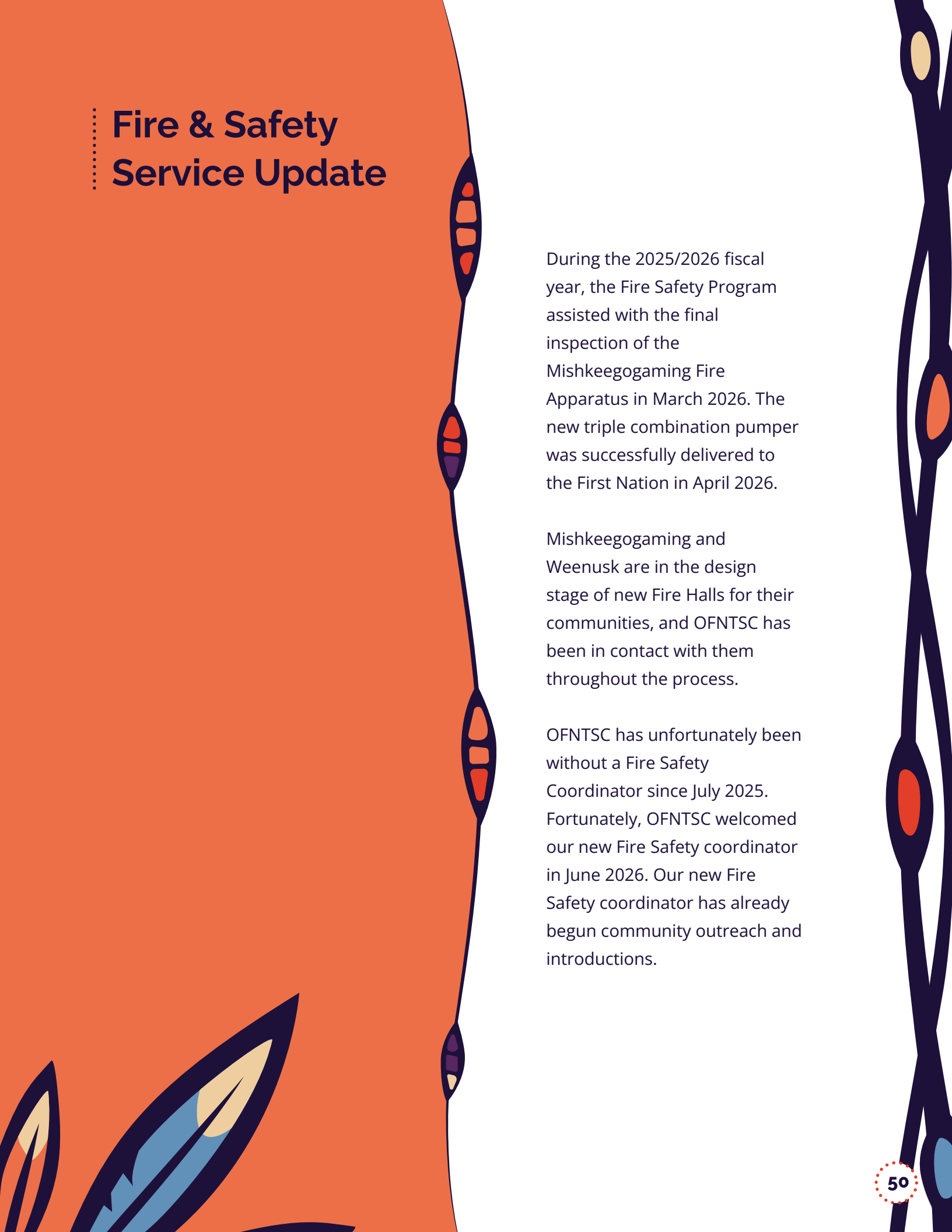
Looking forward

The Environment Department recognizes the need to provide services to our client communities in a way that brings together traditional Indigenous knowledge with modern environmental science. As a result, we plan to start a number of initiatives in the future that keep this mindset at the forefront, including mineral development advisory and training services, floodplain and hazard mapping services, and environmental site assessment training.

In addition, the First Nation Led Blue Box Transition Network will be returning in Fall 2026 to assist communities in the transition to the Extended Producer Responsibility model.

There are a number of training opportunities lined up for the next fiscal year, including a Landfill Operator Training for Northern Remote Communities, Transfer Station Operator Training, and Ozone Depletion Prevention Training.

Lastly, keep an eye out for the National Advisory Committee (NAC) on the First Nation Waste Management Initiative, which is developing a Draft Policy Paper to advocate for sustainable solid waste management funding through ISC to be completed in the 2026-2027 fiscal year.



Fire & Safety Service Update

During the 2025/2026 fiscal year, the Fire Safety Program assisted with the final inspection of the Mishkeegogaming Fire Apparatus in March 2026. The new triple combination pumper was successfully delivered to the First Nation in April 2026.

Mishkeegogaming and Weenusk are in the design stage of new Fire Halls for their communities, and OFNTSC has been in contact with them throughout the process.

OFNTSC has unfortunately been without a Fire Safety Coordinator since July 2025. Fortunately, OFNTSC welcomed our new Fire Safety coordinator in June 2026. Our new Fire Safety coordinator has already begun community outreach and introductions.

Looking forward

Fire Prevention will be the top priority for the Fire & Safety program in the 2026 / 2027 fiscal year. Fire Prevention and public education are the most crucial components of community fire safety. The Fire & Safety program plans to reinforce this by utilizing social media, community presentations and workshops to target First Nation community members of all ages.

Fire Safety Tip Reminder!

Replacing a missing smoke alarm battery can be a very simple task, but it could prevent an occupant from removing a working smoke alarm that is seen as a nuisance. Always test your smoke alarms and remember to replace the battery when the clocks change.





Fuel Systems Management Service Update

The Fuel Systems Management Program continued to play a critical role in supporting the safe operation, maintenance, and regulatory compliance of fuel systems in First Nations communities across Ontario. During the 2025/2026 fiscal year, four Fuel Systems Management training sessions were delivered across Ontario, resulting in 46 participants successfully completing the program and receiving certificates of completion. The program also distributed 16 spill response kits to First Nations communities, helping to enhance local preparedness and response capabilities in the event of fuel-related incidents.

Demand for technical advisory services continued to increase throughout the year, reflecting growing awareness of the program and its value to communities. Two fuel system upgrade projects in Weenusk First Nation also remained underway, contributing to



the long-term reliability and safety of critical community infrastructure. A notable trend observed during the year was the increasing participation of community leadership in Fuel Systems Management training. This growing engagement demonstrates a broader recognition of the importance of fuel system governance, regulatory compliance, and preventative maintenance. By expanding awareness among decision-makers as well as operational personnel, communities are better positioned to support safe fuel management practices and make informed infrastructure investment decisions.

The program also secured Local Economic Development and Skills Development Program (LEDSP) funding to strengthen service delivery and build future

capacity. Funding supported the recruitment of an Administrative Assistant and a Bulk Fuel Handler-in-Training, updates to training materials and educational videos, and ongoing operational costs associated with delivering Fuel Systems Management training to First Nations communities.

While the program achieved significant success, several challenges continued to impact service delivery. Scheduling training sessions in remote communities often required multiple rescheduling efforts due to competing community priorities, weather-related travel disruptions, and difficulties identifying appropriate local contacts for coordination.

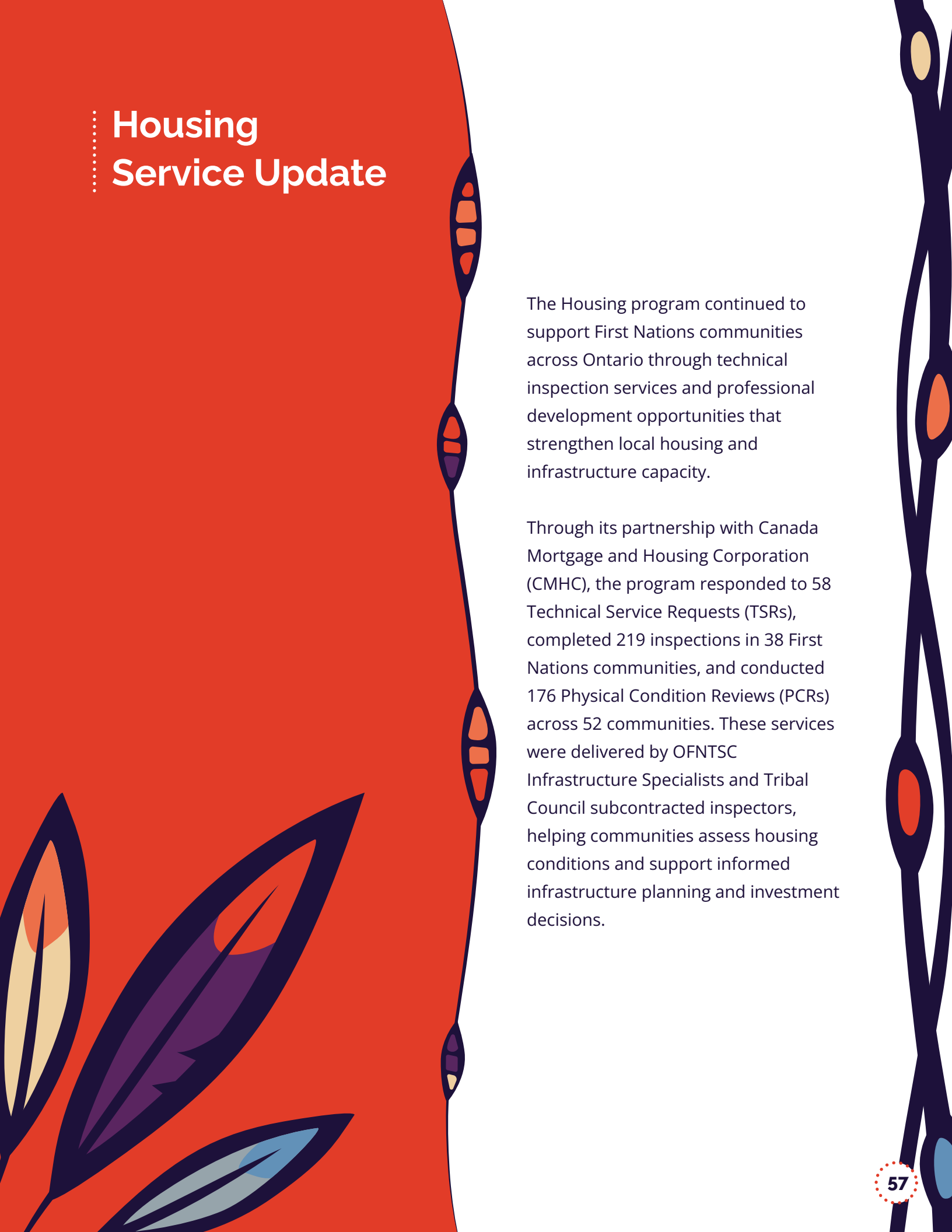




Looking forward

The program plans to expand its educational offerings through the development of a dedicated training program for community leaders.

This initiative will focus on increasing understanding of federal and provincial fuel system regulations and strengthening leadership capacity to support safe, compliant, and sustainable fuel management practices within their communities.



Housing Service Update

The Housing program continued to support First Nations communities across Ontario through technical inspection services and professional development opportunities that strengthen local housing and infrastructure capacity.

Through its partnership with Canada Mortgage and Housing Corporation (CMHC), the program responded to 58 Technical Service Requests (TSRs), completed 219 inspections in 38 First Nations communities, and conducted 176 Physical Condition Reviews (PCRs) across 52 communities. These services were delivered by OFNTSC Infrastructure Specialists and Tribal Council subcontracted inspectors, helping communities assess housing conditions and support informed infrastructure planning and investment decisions.



A key achievement during the fiscal year was the delivery of two Ontario Building Code courses focused on Part 9 – Building Envelope and Part 9 – Health and Safety. Thirteen participants successfully completed the training, helping to increase the number of individuals with building code knowledge and inspection expertise within First Nations communities.

The Part 9 – Building Envelope course was instructed by Infrastructure Supervisor Nathan Hill—the first accredited Ontario Building Code course delivered by an OFNTSC staff member. This achievement reflects the organization's growing technical expertise and commitment to First Nations-led capacity development.

By delivering training through First Nations instructors with direct knowledge of community realities, the program is helping to create more accessible pathways into technical professions and support the development of future First Nations building officials, inspectors, and housing professionals.

The program continues to face challenges related to the province-wide shortage of qualified building inspectors and the ongoing need to recruit, train, and retain First Nations technical professionals. Addressing these workforce gaps remains critical to supporting housing development and meeting the growing housing needs of First Nations communities.

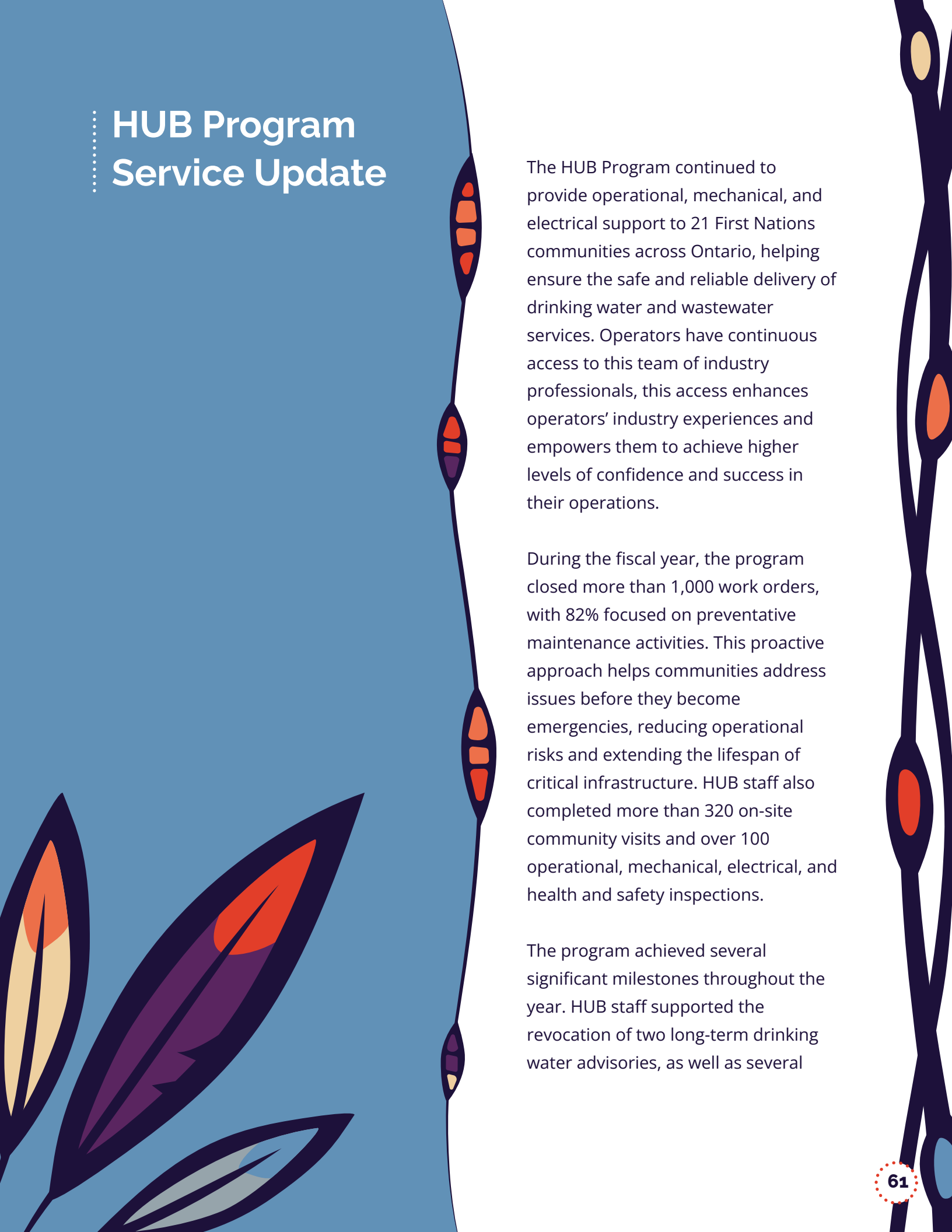




Looking forward

OFNTSC will continue expanding its Ontario Building Code training program with additional courses in Legal Process for Building Officials and Designers and House 2024, followed by future offerings in Plumbing and HVAC.

Together, these courses will provide participants with a comprehensive pathway toward qualifications required to inspect single-family residential construction projects in Ontario.



HUB Program Service Update

The HUB Program continued to provide operational, mechanical, and electrical support to 21 First Nations communities across Ontario, helping ensure the safe and reliable delivery of drinking water and wastewater services. Operators have continuous access to this team of industry professionals, this access enhances operators' industry experiences and empowers them to achieve higher levels of confidence and success in their operations.

During the fiscal year, the program closed more than 1,000 work orders, with 82% focused on preventative maintenance activities. This proactive approach helps communities address issues before they become emergencies, reducing operational risks and extending the lifespan of critical infrastructure. HUB staff also completed more than 320 on-site community visits and over 100 operational, mechanical, electrical, and health and safety inspections.

The program achieved several significant milestones throughout the year. HUB staff supported the revocation of two long-term drinking water advisories, as well as several



shorter-term advisories. The team also provided support during the commissioning of five new water and wastewater facilities and assisted communities through the transition to responsibilities to the First Nations. Through inspections and technical observations, HUB staff identified opportunities for capital improvements that will help communities continue to produce clean potable water and maintain compliant sanitary operations.

In addition to supporting day-to-day operations, the HUB team responded to two major emergencies and helped prevent countless others. The program also leveraged funding opportunities to provide more than \$72,000 in critical equipment and supplies to First Nations communities through the Small Parts funding opportunity.

At the heart of the program is its

commitment to supporting operators through mentorship, technical guidance, and direct on-site assistance. By helping operators navigate daily challenges, optimize treatment processes, develop maintenance programs, and achieve compliance objectives, the HUB Program continues to build confidence, capacity, and operational excellence within participating communities.

Like many sectors, the water and wastewater industry continues to face workforce challenges, including staffing shortages and an aging workforce. In response, OFNTSC has prioritized succession planning and operator development through targeted training initiatives. Operator Training Plans are now integrated alongside capital projects to help build local capacity, while additional funding has enabled the recruitment of new Operators-in-Training (OITs), creating valuable opportunities for youth and helping secure the future of water and wastewater operations in First Nations communities.





Looking forward

The HUB Program looks forward to continuing to support First Nations' operational goals and to continually improve the services we deliver.

The HUB team strives for efficiency and effectiveness to meet our clients' needs, and will continue to seek opportunity to grow and enhance our abilities to deliver this much needed service.



Infrastructure Service Update

OFNTSC's Infrastructure team continued to support First Nations communities across Ontario through housing inspections, technical advisory services, and educational initiatives aimed at improving housing quality, safety, and long-term sustainability.

During the fiscal year, **OFNTSC Infrastructure Specialists completed 717 inspections in 43 First Nations communities, including 373 new construction inspections and 344 existing construction inspections.**

These inspections provided communities with valuable technical oversight and helped ensure housing projects met applicable standards and best practices.

A key focus of the year was expanding access to housing, education, and technical knowledge. The department delivered eight webinars on four housing-related topics: HRV Maintenance and Science, New Construction Inspection Stages, Seasonal Home Maintenance, and Construction Best Practices.



Offered in both English and French, the webinars attracted 334 registrants from 12 of Canada's 13 provinces and territories,

demonstrating strong interest in practical housing knowledge and best practices. To increase accessibility and ongoing learning opportunities, all webinar recordings were made available through OFNTSC's YouTube channel.

In addition to virtual learning opportunities, OFNTSC staff delivered presentations on HRV maintenance and operation at the Waasnode Housing Conference and in Mississauga of the Credit First Nation, helping communities better understand the importance of proper ventilation systems in maintaining healthy homes.

The department's impact is strengthened by the expertise of its Infrastructure Specialists, who maintain a broad range of professional qualifications through the Ontario Building Code, the Ministry of Municipal Affairs and Housing, and the Ontario Building Officials Association. This expertise enables staff to provide trusted technical support across a wide range of housing and infrastructure projects.

Like many sectors, the department continues to face challenges related to the shortage of qualified building inspectors and technical professionals. Recruiting, training, and retaining First Nations professionals remains a priority as communities work to address ongoing housing shortages and increasing infrastructure demands.





Looking forward

The Infrastructure Department is developing home maintenance training that can be tailored to fit any First Nation community's needs. This training could be delivered in the community to First Nation community members prior to occupancy of new homes. Ideally, this would extend the longevity of housing stock in the community.

OFNTSC is also looking to hire and train new Infrastructure Specialists and Interns. First Nation technical professionals will play an important role in addressing the current housing shortage in First Nation communities across the province of Ontario.



Water and Wastewater Engineering Service Update

The Water and Wastewater Engineering Services team continued to provide technical expertise and project support for critical infrastructure initiatives in First Nations communities across Ontario. During the fiscal year, the team participated in 27 water and wastewater projects with a combined value exceeding \$460 million. Of these, 11 projects were either under construction or recently completed, reflecting sustained progress in advancing essential community infrastructure. In addition, approximately \$47 million in funding was secured through external applications outside of Indigenous Services Canada (ISC).

The team provides support and technical advocacy throughout all phases of project development, including feasibility studies, design, construction, and warranty periods. This includes the preparation of Terms of Reference and Requests for Proposals, as well as supporting transparent procurement processes for the selection of qualified consultants and project managers.



Over the reporting period, seven public tenders were issued on behalf of First Nations communities to support the advancement of infrastructure projects.

Several significant project milestones were achieved during the year. The Nootkamegwanning wastewater treatment plant was completed, along with the Osnaburg water treatment plant upgrades and the Shawanaga First Nation water treatment plant. In addition, major construction projects at Biigtigong Nishnaabeg and Algonquins of Pikwakanagan are nearing substantial completion, representing continued progress toward improved water and wastewater infrastructure in these communities.

These projects reflect a continued commitment to supporting access to safe drinking water and environmentally responsible wastewater systems for First Nations communities. Through technical

guidance and project oversight, the program contributes to the development of resilient infrastructure that supports community health, environmental protection, and long-term sustainability.

A notable example of impact can be seen in Michipicoten First Nation, where sustained technical support over more than a decade contributed to the advancement of water treatment infrastructure planning. Through collaborative work between the First Nation, OFNTSC, and funding partners, resources were secured for an assessment study through ISC, which ultimately supported the successful acquisition of \$10 million in funding through the Canada Housing Infrastructure Fund. Design work for this project is now underway, with OFNTSC continuing to provide technical advisory support throughout its implementation.



A woman and a man in school uniforms are looking at a tablet together. The woman is on the left, wearing a dark blue polo shirt, and the man is on the right, wearing a light blue button-down shirt. They are both smiling. The background is a dark blue wall with a framed picture. The text 'OTHER SERVICES & INITIATIVES' is overlaid on the image in white, with a vertical ellipsis to the left of the text.

OTHER SERVICES & INITIATIVES

Reaching Home

OFNTSC had a successful first full year of administering the Ontario First Nations Reaching Home Funding Initiative (OFNRHFI). The OFNRHFI is funded through a Distinctions Based Approach by Housing, Infrastructure and Communities Canada (HICC) under the Reaching Home Program.

BACKGROUND:

The Reaching Home Program is a community-based social program that provides funding to help prevent and reduce homelessness across Canada. The OFNRHFI empowers First Nation communities by providing funding to help them prevent and reduce homelessness amongst their members through culturally appropriate, tailored supports and solutions developed and led by First Nations for First Nations. The agreement between HICC and OFNTSC for OFNTSC to administer the program was signed on October 16, 2024.

OFNRHFI Guiding Principles

1. Ensure that a majority of First Nations and/or First Nations Organizations, with First Nations support, in Ontario have an opportunity to access program funding.
2. Ensure that all proposed projects have First Nations support.
3. Ensure that there is equitable distribution of funding across Ontario.
4. Ensure that proposed projects align with program eligibility criteria.

2025/26 UPDATE:

OFNRHFI Metrics:

Metric	Current Fiscal Year (2025/26)	Total Program
Total Number of Funded Projects	23	25
Project Sub-Agreement Commitments	\$2,494,285	\$2,644,285
Project Sub-Agreement Disbursements	\$1,485,237	\$1,560,237

During the year, the program team:

- Held 4 webinars in June 2025, September 2025, December 2025 and March 2026;
- Supported quarterly proposal intake and review processes in June 2025, September 2025, December 2025 and March 2026;
- Attended the Circle of Trade event at the AFN Annual Meeting in Winnipeg on September 2-4, 2025, the Chiefs of Ontario Fall Assembly from November 18-19th, 2026, the ISC Joint Gathering event on November 25th, 2025, Little NHL from March 15-19th, 2026, to promote the Reaching Home program.
- Presented an overview and update about the Reaching Home program to the Chiefs of Ontario Chiefs Committee on Housing & Infrastructure on November 17, 2025;
- Developed promotional and marketing material that was included in the swag bags for participants at OFNTSC's 2025 TechNations Conference.

- Continued to promote the Ontario First Nations Reaching Home Funding Initiative through OFNTSC's newsletter, direct email blasts to Ontario First Nations and First Nations Organizations and through Chiefs of Ontario social media channels;
- Updated proposal guidelines and FAQs, improved webinar content, and website materials; and
- Revised funding sub-agreements and developed project reporting templates.

OFNRHFI Projects and Locations:

The map below depicts the locations of OFNRHFI funded projects:



In 2026/27, OFNTSC expects to build on the momentum started in 2025/26 to fund an increased number of projects. The quarterly webinars and proposal intake processes will continue and OFNTSC expects to continue to attend First Nations events to promote and increase awareness of the Reaching Home program.

For more information regarding the Ontario First Nations Reaching Home Funding Initiative and the Reaching Home program, please feel free to contact

reachinghome@ofntsc.org.

Technical Youth Career Outreach Program

In addition to working directly with First Nations communities to provide technical advisory services, OFNTSC also has initiatives to inspire and support the next generation of technical professionals.

Through the Technical Youth Career Outreach Program (TYCOP), OFNTSC aims to inform First Nations students about the various technical careers that exist and how they can achieve success in these areas.

During the 2025/2026 fiscal year, OFNTSC's TYCOP program continued to advance its goal of inspiring and supporting First Nations youth to pursue careers in science, technology, engineering, and math (STEM). This year, TYCOP delivered impactful programming through its participation in the Soaring Indigenous Youth Gathering, and by hosting the STEM Summit in Toronto.

TYCOP participated in the Soaring Indigenous Youth Empowerment Gathering, hosted by Indspire in April 2025, to connect directly with Indigenous youth from across Canada. Through in-person engagement with 901 Indigenous youth, TYCOP distributed career guides highlighting opportunities in technical and STEM fields. This initiative ensured that youth were equipped with accessible, culturally relevant information to support informed decision-making about their educational and career pathways.

Building on this national outreach, TYCOP successfully hosted a national STEM Summit in Toronto, welcoming 292 participants. The Summit was designed to increase awareness of STEM careers while meaningfully integrating Indigenous knowledge to show how these fields align with cultural values, community priorities, and technical self-determination.

An important session at the Summit was the keynote address by Kris Corbiere, whose personal journey resonated



strongly with participants. Her message was one of resilience and adaptability, reminding students that challenges are a natural part of life. Attendees also participated in a tradeshow, where they gained practical knowledge, explored post-secondary and career options, and developed skills to support their journey after high school.

In addition to the carryover funding from Indigenous Services Canada, the STEM Summit raised \$20,350 in sponsorships. This additional support enabled TYCOP to expand its reach and deliver the high-quality, youth-focused programming that the TYCOP program is known for.

Through these events, TYCOP was able to provide exposure, resources, and inspiration for Indigenous youth, helping to cultivate the next generation of First Nations professionals in technical and STEM fields. These careers are essential to the long-term health, sustainability, and resilience of First Nations communities.

TechNations Conference, Tradeshow, and Golf Tournament

In May 2025, the Ontario First Nations Technical Services Corporation (OFNTSC) proudly hosted the TechNations Conference & Tradeshow at the Sheraton Fallsview Hotel in Niagara Falls, Ontario. Marking OFNTSC's 30th anniversary, the event brought together 275 participants, including First Nation leaders, youth, technical professionals, Elders, industry partners, and community representatives to celebrate three decades of service, innovation, and capacity-building across Ontario First Nations.

Centered on the theme "Empowering Future Generations: 30 Years of Service and Innovation," the conference reflected on OFNTSC's legacy while looking ahead to the future of First Nations infrastructure, environmental stewardship, and community development. Particular emphasis was placed on supporting Indigenous youth and advancing climate resilience initiatives that will help strengthen communities for generations to come.

Over two days, attendees participated in engaging keynote presentations, technical sessions, networking opportunities, cultural activities, and a dynamic tradeshow featuring industry partners and service providers. Approximately 70 percent of participants identified as Indigenous, reinforcing the event's role as an important gathering place for knowledge sharing, collaboration, and relationship building among First Nations communities.

The conference successfully fostered meaningful dialogue across generations,

creating opportunities for youth, professionals, and Elders to connect, share experiences, and explore innovative approaches to addressing community infrastructure challenges. Attendees highlighted the quality of the plenary sessions, strong engagement throughout presentations, and the celebration of student achievement as key highlights of the event. The conference concluded with a Round Dance, providing a powerful cultural gathering that reflected the spirit of unity and community that defined the event.



Participant feedback demonstrated exceptional satisfaction and impact:

- **100% of respondents indicated they would attend a future OFNTSC conference.**
- **100% reported making new professional connections during the event.**
- **Attendees consistently praised the quality of presentations, networking opportunities, and cultural programming.**
- **Participants expressed a desire for additional time within the tradeshow, highlighting the value of connecting with exhibitors and industry partners.**



As OFNTSC celebrates 30 years of service, TechNations 2025 exemplified the organization's ongoing commitment to supporting First Nations through technical excellence, innovation, partnership, and the development of future generations of Indigenous leaders.

OFNTSC's annual golf tournament fundraiser was hosted the day following TechNations at the Thundering Waters Golf Course in Niagara Falls. Thank you to all of our participants, sponsors, and supporters for helping OFNTSC raise funds to give out its yearly student achievement awards.

Student Achievement Awards

Each year, OFNTSC gives out 5 awards to Indigenous students pursuing studies in technical fields such as Engineering, Water and Wastewater, Housing and Architecture, etc. Thanks to our ongoing partnership with Indspire, OFNTSC has been able to double its reach and award 10 students each year for the past 5 years. Below is a list of our student recipients during the 2025/2026 fiscal year, as well as a photo from our student recognition ceremony held at TechNations.



⋮ Laila Cook

Community: Akwesasne
Field of Study: Environmental Science
School: Trent University

⋮ Grace David

Community: Chapleau Cree
Field of Study: Life Science
School: University of Toronto

⋮ Kayden Rupert

Community: Mohawks of the Bay of Quinte
Field of Study: Fabrication Technician
School: Loyalist College

⋮ Christopher Clouter

Community: Mississauga's of Blind River
Field of Study: Mechanical Engineering
School: Laurentian University

⋮ Cameron Alisappi

Community: Moose Cree
Field of Study: HVAC
School: Georgian College

⋮ Benjamin Schell

Community: Thessalon
Field of Study: Biochemistry
School: Brock University

⋮ Owen Kirdeikis

Community: Beausoleil
Field of Study: Engineering and Applied Science
School: University of British Columbia

JAY BENEDICT MEMORIAL AWARD

⋮ Naila Rose

Community: Attawapiskat
Field of Study: Architecture
School: Université de
Montréal

ROBERT OLIVIER MEMORIAL AWARD

⋮ Levi Plain

Community: Aamjiwnaang
Field of Study:
Chemical Engineering
School: Lambton College

DERRICK KAMANGA MEMORIAL AWARD

⋮ Ryan Parkinson

Community: Aamjiwnaang
Field of Study:
Mechanical Engineering
School: University of Western
Ontario

The background of the page is a blue-tinted photograph of a classroom. A male teacher stands at the front, facing a group of students seated at a long table. The students are focused on their work, with some writing in notebooks. The scene is captured from a slightly elevated angle, showing the teacher's profile and the students' backs or sides.

2025/2026 AUDIT REPORT

Statement of Financial Position

ONTARIO FIRST NATIONS TECHNICAL SERVICES CORPORATION

Statement of Financial Position

Year ended March 31, 2026, with comparative information for 2025

	2026	2025
Financial assets:		
Cash and cash equivalents (note 3)	\$ 21,387,227	\$ 12,127,442
Amounts receivable	650,686	688,528
	22,037,913	12,815,970
Liabilities:		
Accounts payable and accrued liabilities	917,534	421,687
Deferred revenue (note 5)	16,144,567	8,618,107
Deferred lease inducement	—	8,227
	17,062,101	9,048,021
Net financial assets	4,975,812	3,767,949
Non-financial assets:		
Prepaid expenses	64,506	60,124
Tangible capital assets (note 4)	355,919	411,544
	420,425	471,668
Accumulated surplus (note 6)	\$ 5,396,237	\$ 4,239,617

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

Statement of Operations

ONTARIO FIRST NATIONS TECHNICAL SERVICES CORPORATION

Statement of Operations and Accumulated Surplus

Year ended March 31, 2026, with comparative information for 2025

	2026	2025
Revenues:		
Indigenous Services Canada	\$ 11,551,117	\$ 10,401,242
Canada Mortgage and Housing Corporation	390,573	457,465
Housing, Infrastructure and Communities Canada	1,708,022	86,250
Other	1,738,177	1,250,023
	15,387,889	12,194,980
Operating expenditures:		
Salaries and benefits	3,319,539	3,542,522
Travel	514,838	635,947
Rent	326,182	321,003
General and office	267,466	233,178
Computer support	187,936	212,041
Training	234,752	188,161
Insurance	156,730	163,268
Board, committees and meetings	157,398	152,988
Professional services	114,013	127,289
Amortization of tangible capital assets	106,077	104,797
Copier, fax, telephone and postage	79,200	101,911
Unrecoverable sales tax	2,362	14,470
Contributions	4,670	8,768
Bad debt expenses	11,008	—
	5,482,171	5,806,343
Project expenses (Schedule 1)	8,749,098	6,080,338
Annual surplus	1,156,620	308,299
Accumulated surplus, beginning of year	4,239,617	3,931,318
Accumulated surplus, end of year	\$ 5,396,237	\$ 4,239,617

See accompanying notes to financial statements.



ONTARIO FIRST NATIONS
TECHNICAL SERVICES
CORPORATION

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