

# ANNUAL REPORT

2023/2024



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.



# Organizational Values



In carrying out its responsibilities, the organization is guided by the following values:

- ● ● **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 & 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.

# President's Report

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

I am proud to present the Annual Report update for the 2023/2024 fiscal year. As a First Nations woman from Red Rock Indian Band, I am honoured to continue to serve on the Board of OFNTSC as the first female Chair and President. I look forward to humbly offering any of my experience, sharing knowledge, and learning from those who are long-term serving members of this board. I look forward to supporting the First Nations to improve services and improve sustainability and the quality of life in any way to our people.

This year has been marked by significant achievements and advancements, positioning our organization as a leader in providing culturally respectful professional technical services and training to First Nations communities. The clear strategic direction, has allowed substantial progress in fulfilling our mission of supporting First Nations on their journey to technical self-reliance.

One of the most notable accomplishments of the past year was the completion of year one of the 5-year strategic plan. The strategy has 6 priority areas which guide the Board to provide strategic advice and decision making to the organization. This includes community development, client focus, mandated core services, emerging opportunities, talent acquisition & development and culture and advocacy. It is the priority of our Board and Senior Management team that we honour our collective experiences as an Indigenous organization and uphold our passion for the work that we do.

Under the strategic priority of community development, we have worked tirelessly to contribute to the improvement of living standards and assist communities in meeting their goals and objectives. By building strong relationships and fostering self-determination, we have been able to support the community infrastructure development goals of each First Nation we service.

OFNTSC through our client focus, we continue to be the trusted advisor and resource for the communities we serve, improving the quality of life for the First Nations communities. We pride ourselves in culturally respectful and meaningful relationships so we can continue ensure our services are tailored to the specific needs of each community.

Our company values take the forefront of the foundation of OFNTSC. These values include respect, trust, humility, honesty, peace, and knowledge & wisdom. These values are at the core of our organization and guide us in all our interactions and decision-making processes. These values are practiced in our daily work with First Nations communities, government and stakeholders.

In conclusion, the 2023/2024 fiscal year has been marked by significant accomplishments and advancements for the Ontario First Technical Services Corporation. We thank our stakeholders, community leaders, technical services experts, and members for their continued support, and we look forward to another productive year ahead.

Sincerely,

**Wendy Landry**

*Member of Red Rock Indian Band*  
Board President and Chair  
Ontario First Nations Technical  
Services Corporation



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

I am thrilled to share the remarkable progress made by the Ontario First Nations Technical Services Corporation (OFNTSC) throughout the 2023/2024 fiscal year. We have diligently pursued our new strategic plan while striving to achieve the goals set by the Board of Directors, while ensuring the provision of our core mandated services.

The 2023-2028 strategic plan focuses on six (6) strategic priority areas.

These areas are as follows:

1. Community development
2. Client focus
3. Mandated core services
4. Emerging opportunities
5. Talent acquisition & development
6. Culture and advocacy

To focus on community development and better understand the needs of our communities, I have continued regular visits to First Nations communities, listening firsthand to your valuable insights and feedback on how OFNTSC can better serve you.

We have also continued our client focus by delivering comprehensive training opportunities covering vital areas such as source water protection, water and wastewater management, fuel handling, solid waste network and contaminated sites training, project management and more.

Through our talent acquisition and development, our dedication to empowering individuals extends to hosting our annual Golf Tournament Fundraiser, enabling us to award scholarships to eleven outstanding First Nations students pursuing post-secondary degrees in science, engineering, and other technical fields each year. In addition, our team works to ensure we have space to bring on interns in all areas of technical services.

More than anything, OFNTSC prides itself on seeing projects through to completion, and we are currently working with the Algonquins of Pikwakanagan on the construction of their water treatment plant and distribution system. In addition, our team has been working diligently with the Apitipi Anicinapek who recently held their ground-breaking ceremony for their new child & family services building.



Furthermore, I am immensely proud to announce the launch of the OFNTSC podcast series titled, "Ontario First Nations – Technically Speaking". I would like to acknowledge the effort that our Communications Team has put into developing the series as well as the staff that have volunteered to be a part of the podcast.

To enhance our service delivery and provide a centralized hub of information, we are actively working on establishing our Asset Management Portfolio. This comprehensive database will empower OFNTSC to better serve First Nations by offering a publicly accessible portal for information search, application utilization, and access to resources.

Our commitment to empowering First Nations communities also includes the internal development of the OFNTSC team. OFNTSC has developed a lunch and learn series that highlights various components of the United Declaration Action Plan. We are hoping that overtime we are able to showcase each area to our staff and stress the ongoing importance of reconciliation.

These are just a few of the highlights of the work taking place at the Ontario First Nations Technical Services Corporation. I invite you to thoroughly review this year's annual report for a more well-rounded view of what we have accomplished.

Lastly, I encourage you to follow us on social media if you haven't already. By doing so, you will receive timely updates on funding opportunities, fire safety tips, upcoming events, and much more. Just search OFNTSC on Facebook, Instagram, X, and/or LinkedIn.

Thank you for your continued support as we continue to strive to advance technical services for First Nations communities in Ontario.

Miigwetch,

**Melanie Debassige, MBA, ICD.D**

*Anishinabek Kwe, member of  
M'Chigeeng First Nation*

Executive Director

Ontario First Nations Technical Services  
Corporation (OFNTSC)



# 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.

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 Compensating Committee
- Business and Technology Committee
- Audit and Risk Committee



## Chris Buckell

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



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

- Treaty #7 Territory, Ally
- Board Treasurer
- Governance and Nominating Committee
- HR and Compensating 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
- Governance & Nominating Committee
- HR and Compensating Committee
- Business and Technology Committee



### **Michael Jacobs**

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



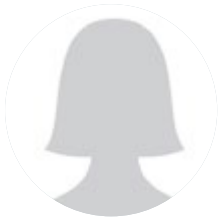
### **Roger Rozon**

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



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

- Ontario Treaty #2 Territory, Ally
- Governance & Nominating Committee
- HR & Compensation Committee
- Audit & Risk Committee



### **Elaine Stewart**

- Audit and Risk Committee Chair
- HR and Compensating Committee

To learn more about our Board of Directors, visit our website at [ofntsc.org/board-directors](https://ofntsc.org/board-directors)



## What We Do

Over the course of the 2023/2024 fiscal year, OFNTSC provided technical advisory services to First Nations in Ontario in the following areas:

- Circuit Rider Training
- Engineering
- Environment
- Fire & Safety
- Fuel Systems Management
- Housing
- HUB Water & Wastewater
- Infrastructure
- Operations & Maintenance
- Technical Youth Career Outreach Program
- Water & Wastewater Engineering

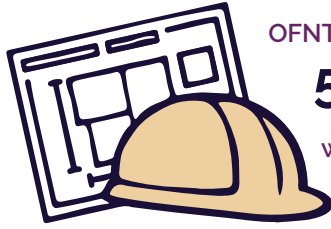
## Who We Serve - Our Communities

The Ontario First Nations Technical Services Corporation is proud to be the primary technical advisory service provider for 21 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.

# 2023/2024 Highlights



OFNTSC's Engineering Team is part of

**58** Engineering Projects

worth OVER **\$200** million



OFNTSC's Circuit Rider Training Program trained

**253** operators

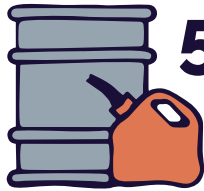
helping **115** obtain a provincially recognized license

while visiting  
**87** communities

providing

**2,791** on-the-job training hours.

**4,821** CEU training hours.



OFNTSC's Fuel Handler Training hosted

**5** training sessions

ACROSS ONTARIO

training **48** individuals

who **ALL** received certificates of completion



**330** new construction  
progress inspections

were completed by our Infrastructure Specialists

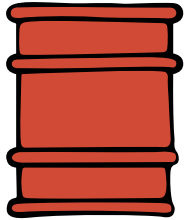
ALONG WITH **250** existing home inspections  
for renovation projects

+ planning completed **56** Ontario First Nations  
served by the Infrastructure Specialist Program



Through the Technical Youth  
Career Outreach Program  
OFNTSC REACHED OVER

**5,500** students  
at in person events.



The Fuel Team also distributed

# 16 spill kits

to First Nations communities  
ACROSS ONTARIO



OFNTSC's Environment Team delivered

**9 training sessions** TO **111 participants**

— AS WELL AS COORDINATED —

**3 workshops/information sessions** attended by

**43 participants**

+ held Groundwater Monitoring Training with

**19 participants** from **14 communities**



OFNTSC's HUB Service completed

**210 site visits**

**523 work orders**

RESPONDED SWIFTLY TO

**5 emergency calls**



**45 first nations** requested access to **OFNTSC's FN-iRT**

THESE REQUESTS CAME FROM:

**28** · Ontario      **6** · British Columbia

**3** · Alberta      **1** · Saskatchewan

**4** · Manitoba      **3** · Quebec

+ **2** requests from independent consultants.



Our Environment Team also assisted communities in securing  
**operations and maintenance funds**

VALUED AT APPROXIMATELY

# \$258,000



# 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;
- and more!

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

- 1. Culture & Advocacy**
- 2. Talent Acquisition and Development**
- 3. Emerging Opportunities**
- 4. Community Development**
- 5. Client Focus**
- 6. Mandated Core Services**

To learn more about our new strategic plan, visit our website, [www.ofntsc.org](http://www.ofntsc.org) and look for "Strategic Plan" under the About Us menu.



## Director of Corporate Finance and Administration Report

The Finance and Administration Department includes OFNTSC's Finance and Human Resources teams. The primary goal for the teams is to advance the OFNTSC organizational strategy by supporting OFNTSC's service delivery teams as seamlessly and efficiently as possible. The teams continue to review their processes and procedures looking for opportunities to simplify and improve them.

Human Resources has been driving strategic results through improving recruiting and talent acquisition. This has been demonstrated through a comprehensive review and update of OFNTSC's Human Resource Manual and Employee Handbook during the year. The team expanded its recruiting activities to attract more First Nations and Indigenous candidates by expanding their outreach to Indigenous focused employment resources. The team also continues to improve onboarding and offboarding processes resulting in smoother onboarding and offboarding to and from HR, Payroll and Benefits Providers. During the year, Human Resources led the triannual filing of the Accessibility for Ontarians with Disabilities Act compliance report for OFNTSC.

The Finance and Administration Department remains committed to delivering on the organizational strategy through the strategic goal of culture and advocacy. Reconciliation has been a focus of internal training and growth for staff to ensure cultural awareness and cultural integrity are implemented and acknowledged.

The Finance team continues to work towards improving the timing of month-end financial close processes and improving reporting and forecasting processes. The Finance Policy and Procedure Manual was updated during the year. Reporting continued to be improved with Senior Management and Project Leads being engaged with month-end financial reviews and project updates. During the fiscal year, OFNTSC met all of its reporting requirements with Indigenous Services Canada (ISC) and closed the year with zero reports outstanding on the ISC Notice of Reporting Requirements report.

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

The Department continues to maintain two intern positions. The goal of the positions is to help introduce First Nations youth to the accounting, finance and human resource careers and assist First Nations youth in building upon their education by gaining work experience.

The Department continues to support OFNTSC in delivering against the goals and objectives in the 2023 - 2028 Strategic Plan.

### **Joe LeClair, MBA, CPA, CMA**

Director of Corporate Finance and Administration  
Member of Sand Point First Nation



## Director of Operations Report

The OFNTSCs Operations portfolio reached several significant milestones in the 2023-24 fiscal year, effectively raising the standards for support and training in our Housing, Fuel and Fire Safety core service departments and making measurable changes in First Nations participating in our CRTP and HUB projects.

Indigenous mentorship was a key component of the Operations' portfolio's advancement in all departments, supporting full-time employment and training opportunities to a contingent of youth from many of our communities.

The Infrastructure Specialists (IS) team have established an internal development program that will eventually lead to several IS interns qualifying as provincially licensed housing inspectors. The OFNTSC Bulk Fuel Program recently had our program's intern qualify as a provincial Petroleum Mechanic Helper. The Fire Safety program, expanding because of internal advancement, is making consideration to hire an Indigenous member from one of our communities with aspirations to become a certified Fire Safety Technician. The OFNTSC HUB has advanced both Operator-In-Training and Millwright apprentice employment opportunities and the CRTP continues to lead First Nations Water Treatment Plant Operator-In-Training across the Province.

The OFNTSC's Infrastructure Specialist Team have made substantial contributions to constantly improve the quality in construction of homes being built in our communities and have been the most persistent in ensuring that the National Building Code or Ontario Building Code are the minimum regulative standards being met.

New and existing bulk fuel systems and their operators are being facilitated at the highest level of training and operations support which is measured against the most stringent fuel regulations in Canada, ultimately contributing to environmental safety impacts in each of our participating communities.

The OFNTSC's Fire Safety program continues to make contributions that directly benefit our First Nations including accessing funding to promote fire safety and fire equipment and facilities.

The Circuit Rider Training Program is realizing Water Treatment Plant Operator participation levels at an astounding level, leading the country in the number of both classroom and on-the-job training hours provided by a singular organization to First Nations communities.

The OFNTSC's Water & Wastewater HUB has contributed to moving the operations and maintenance of participating Unaffiliated First Nations forward through the implementation of Preventative Maintenance Programming, expanding weekly in-person field services throughout Ontario and developing a Team that is multi-dimensional.

Similar to our First Nations, the OFNTSC's success is reliant on the Government of Canada's funding. Internally we have the expertise to advance our technical services but are limited by financial resources to address fire tragedies, housing shortages, environmental risks of bulk fuel storage and ending Boil Water Advisories. Accountability at a local level in our First Nations relative to regulative adaptation and the OFNTSC's Operations portfolio can only be accomplished with the support of Chiefs and Councils.

Our First Nations futures are dependent on engaging our youth and developing technical training programs which inspire them to belong. The OFNTSC's House Inspector, Fire Safety, Fuel, CRTP and HUB programs will continue to provide growth opportunities for our community members with aspirations that these skilled capacities can make changes to improve the social and economic conditions for our future generations.

### **Glen Goodman,**

Director of Operations

Member of Animbiigoo Zaagi'igan Anishinabek



## Director of Engineering & Infrastructure Services Report

### Staff Updates and Team Growth

We are excited to announce a new addition to our environment team: Brittney Pigeau has joined us as a Junior Environmental Specialist, and will be working out of our Atikameksheng Anishnawbek office.

I also want to take a moment to honour Deneen Brigham, a long-time and cherished member of our environment team, who recently retired. Deneen was highly appreciated for her quick wit and dry sense of humor, and she will be greatly missed. We wish her all the best in her retirement.

### Environmental Focus

The term 'environment' encompasses a broad spectrum of thoughts and services, making it challenging to define succinctly. To me, the environment includes all our relationships with the natural world—land, water, and air. It is central to our identity and purpose. In all our endeavors, we must prioritize the protection of the environment. Just as we begin meetings with words of respect for the earth, our projects must start with considerations for safeguarding it.

As Ontario positions itself as a global leader in electric vehicles (EV) and EV mineral supplies, we must again turn to the land for these resources. Our first thoughts should always focus on protecting our land, water, and air. In the coming months, we will reach out to our UFN's to explore how our environment team can contribute to these discussions and ensure environmental protection is at the forefront.

### Asset Management

Asset Management is a proactive approach to managing resources responsibly, similar to how First Nations have historically managed scarce resources to ensure both survival and sustainability for future generations. Our team has long promoted this approach to Indigenous Services Canada (ISC) and others. With the improved E-ACRS program, we can now conduct more detailed assessments of asset conditions, leading to comprehensive plans that maximize asset longevity. This approach is crucial for accurately addressing the challenges our communities face in maintaining daily operations and will be embraced by all First Nations.

### Engineering Team

Our engineering team remains actively engaged with our member communities throughout the year, working on projects that address critical infrastructure needs such as water, wastewater, roads, buildings, community centers, and cultural gathering places. The pandemic has driven many off-reserve members to return to their home communities, increasing the pressure on First Nations leadership and infrastructure. Our engineering team is often the first point of contact for evaluating and expanding infrastructure capacity to accommodate this growing demand, including the development of additional housing and lot servicing.

I look forward to working with First Nations communities to improve services in these key areas.

Nia:wen,

### Drew Hill, P.Eng.

Director of Engineering & Infrastructure Services  
Mohawk from Six Nations of the Grand River



# SERVICE REPORTS



## Circuit Rider Training Program (CRTP) Service Update

### 2023/2024 Accomplishments

This year has been a remarkable one for CRTP, marked by significant achievements in operator training, licensing, community engagement, and professional development.

**Operator Training:** CRTP successfully trained 253 operators, equipping them with the necessary skills and knowledge to perform their duties effectively. This rigorous training ensures that our operators are well-prepared to meet the demands of their roles and uphold the standards of our organization.

**Licensing and Certification:** Out of the 253 trained operators, 115 have obtained a provincially recognized license. This certification ensures that our operators are in compliance with regional standards and regulations, reinforcing the credibility and reliability of our services.

**Community Engagement:** CRTP has actively engaged with 87 different communities this year. Through these visits, we provided valuable Continuing Education Units (CEU) and On-the-Job Training (OJT) to local operators, fostering professional growth and development within these communities.

**Training Hours:** A significant 2,791 hours of on-the-job training were completed, allowing operators to gain practical experience and enhance their skills in real-world settings. Additionally, 4,821 CEU training hours were approved by the director, reflecting our commitment to continuous professional development and upskilling of operators.

**CEU Courses Delivered:** CRTP delivered 385 CEU courses this year, providing a broad range of educational opportunities for operators to meet their continuing education requirements. These courses are designed to keep our operators at the forefront of industry standards and practices.

## Breakdown of Provincial Licenses Obtained by Operators

CLASS	WT	WWT	WWC	WS	WD	GRAND TOTAL
I	36	12	11	4	18	81
II	39	13	10	8	17	87
III	11			1	2	14
IV	2				1	3
OIT	48	40	34	42		164
<b>GRAND TOTAL</b>	<b>136</b>	<b>65</b>	<b>22</b>	<b>55</b>	<b>38</b>	<b>349</b>

### Future Outlook

Looking ahead, CRTP is focused on expanding its training programs, increasing the number of licensed operators, and continuing to support operators through comprehensive CEU and OJT initiatives. Our goal is to ensure all operators are well-equipped to meet the evolving demands of their roles and contribute positively to their communities through the following:

- ● ● License Renewal Programs
- ● ● Enhanced Training Modules
- ● ● Regular Monitoring and Support

By addressing the challenges of license expiry and non-holding licenses, and by implementing strategies to mitigate these risks, CRTP aims to maintain high standards of operation and compliance. We are dedicated to building on our successes, further enhancing the skills and capabilities of our operators, and extending our reach to more communities. Together, we will continue to foster professional growth and excellence within our organization.



# A Journey to Clean Water: Shawn Dubeau's Inspiring Story

Shawn Dubeau's journey to becoming a Water Treatment Operator is one of dedication, community spirit, and the transformative support of the Ontario First Nations Technical Services Corporation.

Born and raised in Pickering, Ontario, Shawn moved to the Hiawatha area a few years ago to live with his common law spouse, and their two-year-old son, Nash. Shawn initially worked for Hiawatha as a Home and Community Care Laborer. His transition into the water industry started when he attended training for Managing Drinking Water Systems in First Nations Communities.

As Shawn explains it, "Coming from a city where we just turn on the tap and get safe drinking water, it was eye opening to learn about water and how it all works and also understand the process of making water drinkable. So, when I heard that Hiawatha was hiring another Water Treatment Operator, I thought this was my opportunity to get into the water industry and help the community of Hiawatha."

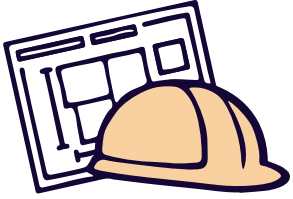
Hiawatha faced numerous challenges with their drinking water, and for decades many residents had not been able to drink from their taps. The opening of a new Water Treatment Plant in October 2023 was a significant milestone, bringing hope for safe drinking water after many years. Shawn felt a deep sense of responsibility and urgency to ensure that every household could benefit from this new facility.

Shawn's involvement with OFNTSC began when the Water Treatment Plant became operational. Circuit Rider Trainers from OFNTSC visited and offered their support, marking the start of a valuable partnership. The training process was intense; Shawn described it as being "thrown into the fire" as he joined during the plant's construction phase. He took his OIT exam, underwent Entry Level Training, and eventually passed the Class 1 exam. Shawn's work has had a profound impact on the Hiawatha community. Alongside his mentor John Tourangeau, he ensures that the community has access to safe drinking water every day. The feeling of providing such a fundamental necessity is immensely rewarding.

OFNTSC's support was instrumental in Shawn's development. Justin Baker, a Circuit Rider Trainer from OFNTSC continues to provide onsite training and On-The-Job (OTJ) hours, helping Shawn work towards his goal of becoming a Class 3 operator within five years. Justin's encouragement and commitment to Shawn's success epitomize the supportive culture of OFNTSC.

Shawn Dubeau's story is a testament to the power of community-focused initiatives and the remarkable impact of dedicated organizations like OFNTSC. Shawn has not only achieved personal growth but has also significantly contributed to the well-being and health of the Hiawatha community. His journey underscores the profound difference that access to training, mentorship, and resources can make in building resilient and self-sufficient communities.





# ENGINEERING SERVICE UPDATES

## 2023/2024 Accomplishments:

Our Engineering Team remains busy throughout this year providing assistance to First Nations – our Engineers and EITs contribute throughout the lifecycle of a project, from funding applications, developing project-specific Terms of References, retaining qualified consultants, reviewing work completed and budgets, and providing advice throughout all stages. We are team members on 58 Engineering Projects with a capital value of approximately \$200 million.

We work on a wide range of projects including new Child and Family Services Buildings, Schools, Roads, bridges, Community Centres, and retrofits to an arena and upgrades to a baseball field. All our projects go to support communities, with our common goal of having safe and happy communities and families.

Darko Dimitrejevic coordinated a virtual Indigenous Project Management Course, which was certified for Professional Development Hours from the Project Management Institute.

We have taken on the task of monitoring and communicating out external funding opportunities, so that First Nations across the province can decide which opportunities to apply for. We monitor the Grants Ontario website on a weekly basis, and with our communications staff have set up an email list to notify First Nation representatives of relevant funding opportunities. We provide assistance to First Nations as requested on drafting applications. If you would like to be added to this email list please contact [communications@ofntsc.org](mailto:communications@ofntsc.org).

We are excited to keep helping First Nations advance projects and see them through from conception to completion.





## Community Success Story

Sandy Lake First Nation is proud of its newly completed Celebration Grounds! This project will provide new community gathering spaces, including an arbour, traditional fireplace, and sweat lodges. The work also includes a new hiking path to allow youth the ability to spend time in nature. This \$7.6 million project provides safe space for women, girls, and 2SLGBTQIAA+ to participate in cultural celebrations and teachings, with the underlying message "It's OK to be who you are". The project was designed by FormStudio, with Colliers as the PM and PennCo as the contractor. OFNTSC was happy to be able to help Sandy Lake First Nation secure funding, coordinate the retention of consultants, and participate as a team member for this project.

Biigtigong Nishnaabeg First Nation is pleased to announce that substantial completion has been attained for their new elementary school. Students completed a beautiful ceremonial march in February 2024 on Access Road from the old school to the new facility. Grand opening celebrations are slated for late August 2024.

OFNTSC is working diligently with the community throughout the current construction phase of this project. Assisting the First Nation with construction oversight and technical input has helped the Project Team overcome numerous hurdles during construction. OFNTSC looks forward to assisting Biigtigong Nishnaabeg First Nation with technical assistance for the final deficiency and commissioning phase of this wonderful project.

## Future Plans

The Engineering team is excited to welcome two new staff members: Lydia Hoffman, a recent graduate from Carleton with a strong background in drinking water treatment; and Destiny Soney, member of Walpole Island First Nation with a strong interest in Environmental Engineering. Lydia and Destiny join our team of Engineers and Project Managers, of Tricia Hamilton, Lorri Bova, Darko Dimitrijevic, Amy Gollat, and Sam Merko, to continue to provide expert technical advice and assistance to First Nation Communities.





# ENVIRONMENT SERVICE UPDATES

## 2023/2024 Accomplishments

The OFNTSC's Environment unit consists of 4 staff members: a Senior Environmental Scientist, a Regional Solid Waste Specialist, an Environmental Specialist and an Environmental Administrative Assistant, who are all working together to provide advisory and technical support to First Nations and Tribal Councils across the province.

We would like to advise our clients of the retirement of Deneen Brigham, Senior Environmental Scientist, who worked at the corporation in the Environmental department for 15 years. Any questions related to this transition can be directed to Drew Hill, Director of Engineering and Infrastructure Services.

### **Our services include (but are not limited to):**

- assisting with the completion of project description forms for new developments on reserve
- minor capital submissions and project management for contaminated sites and remediation projects
- solid waste management and landfill assessment projects
- and source water protection

We also assist with environmental-related funding applications and advise on best management practices, codes of practice, policies, and guidelines when new initiatives are proposed. We coordinate training in these disciplines depending on the needs and interests of our clients and as special funding allows. Throughout the 2023-2024 year, our team has worked on multiple projects with our First Nation clients, including the design of a full-scale engineered transfer station, landfill decommissioning projects, several solid waste management feasibility studies, a landfill expansion and upgrades project, the design of the environmental remediation of numerous contaminated sites, a number of environmental project description forms, a stream rehabilitation project, the design of a landfill expansion, landfill upgrades projects, and various waste diversion and operations and maintenance projects.

In addition, we have coordinated a number of successful training courses this year. Notably, the Groundwater Monitoring Training and Contaminated Sites 101 Course were new offerings this year and received positive feedback.

Our team has also been developing source water protection planning resources that are based in the context of First Nations communities and incorporate traditional water teachings and knowledge. In doing so, the OFNTSC has assisted three communities to secure funding to hire a source water protection coordinator and to participate in this project.

The OFNTSC Solid Waste program also hosts a Solid Waste Coordinator Working Group (SWCWG). The SWCWG is made up of Solid Waste Coordinators at Tribal Councils and Large First Nations in Ontario. The group meets twice per year in different regions of the province to discuss sustainable solid waste management practices, best practices, and to hear from industry stakeholders. The SWCWG met on November 14 – 15, 2023 in Six Nations of the Grand River.

Other special projects include the coordination of the National Advisory Committee on the First Nations Solid Waste Management Initiative (NAC). The purpose of the NAC is to collaborate with Indigenous Services Canada by providing advice, guidance and recommendations regarding the First Nations Solid Waste Management Initiative, including approaches for communities to access long terms and sustainable funding for waste management. The NAC meeting held June 13 - 14, 2024 in Akwesasne, ON.

Our team also regularly conducts research. The OFNTSC's Regional Solid Waste Specialist, in partnership with the First Nation Land Management Resource Centre, are undertaking a comprehensive analysis of existing municipal, provincial and federal waste standards and services across Canada in order to propose an approach to waste standards to be utilized in First Nations communities. The objective of this project is to provide a level of standard to First Nations that is equivalent or superior to Canadian municipalities.

**Types of trainings/workshops provided:**

- Groundwater Monitoring Training
- Contaminated Sites 101 Training
- Transfer Station Operators Course
- Manager of Landfill Operations
- Source Water Protection Planning Training
- Information Session on Extended Producer Responsibility Implementation
- Municipal Waste Association Spring Workshop
- Information Session on Blue Box Transition Process and Addressing Funding Concerns



## Community Success Story

"The Groundwater Monitoring Training in Fort William First Nation hosted by OFNTSC in the summer of 2023 provided invaluable insights and skills crucial for environmental advisors, like myself, who pride themselves on protecting groundwater resources and creating a healthier environment for First Nation communities.

By learning about proper sampling techniques, data interpretation, and the latest monitoring technologies, I am now able to go out into the field on my own and perform ground water monitoring for the communities I work with and create water collection databases that the communities can use to measure potential contaminants.

This experience would not have been possible without the support and guidance of OFNTSC. Their support in advancing the capacity and expertise of Indigenous communities in environmental sustainability is commendable. Like many of the other amazing training opportunities OFNTSC provides to First Nations and Tribal Councils, this opportunity has been a staple in my professional development.

I hope to use this training to thrive towards a sustainable and greener future for generations to come."

*-Meagan Hindman, Environmental Advisor, Nokiiwin Tribal Council*





# FIRE & SAFETY SERVICE UPDATES

## 2023/2024 Accomplishments

The OFNTSC's Fire Safety Program continues to assist all of Ontario's First Nations communicating fire safety awareness and training opportunities on multiple social media platforms. The Fire Safety Coordinator position is a key role by supporting community fire departments and identifying funding sources and completing proposals to access replacement fire related safety equipment and assets.

In the past year OFNTSC has represented First Nations interests by reviewing ISC's Fire Protection Level of Service Standards as a Technical representative for the Chiefs of Ontario and the Assembly of First Nations.

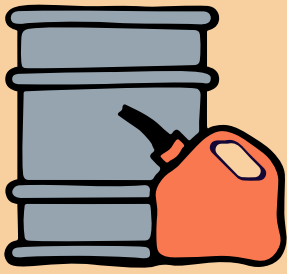
Major contributions of the Fire Safety Program in 2023-24 include providing technical support for the Weenusk First Nation Fire Hall Project and Mishkeegogamang First Nation's Fire Apparatus Replacement proposal.

## Challenges

Funding continues to be a major obstacle for all First Nations in Ontario to support the development and maintain volunteer fire departments, provide volunteer fire fighter training and purchase fire equipment or assets. OFNTSC's Fire Safety Program's relationship with many of Ontario's municipalities is one avenue that is utilized to repurpose redundant major fire fighting equipment such as fire trucks to support our community's and lessen a significant financial burden.

## Future Plans

The Government of Canada's practice of emphasizing fire safety in First Nations only at the time when a community tragedy occurs is unacceptable. OFNTSC continues to press Indigenous Services Canada to be proactive and establish a training program for volunteer fire fighters, a most critically important group for all of our First Nations safety that are most often overlooked.



# FUEL SYSTEMS MANAGEMENT SERVICE UPDATE

## 2023/2024 Accomplishments

During the 2023/2024 fiscal year, OFNTSC's Fuel Systems Management service was able to hire a Bulk Fuel Handler in training. This new team member is proving to be a great asset, and the addition to the team means that OFNTSC will be able to provide more services to First Nation.

OFNTSC was also able to procure fifty spill kits and other spill response equipment to be distributed across Ontario's First Nations to assist with spill response efforts.

The Fuel Systems Management team was also able to assist with an investigation of a major fuel spill at a First Nation-owned fuel station that resulted in the proper remediation of the site and helped with the reactivation of two fuel projects in a remote community that had been on hold due to the COVID-19 pandemic.

Currently, the team is working with Technical Standards and Safety Authority to have the fuel systems management training accredited by the province.

This year the Fuel Systems Management team has provided more advisory services than ever for fuel-related enquiries. The Fuel System Management training has also seen more community leaders





participating which is a great sign because they will now have a greater understanding of the need to have fuel equipment in good repair and properly trained personnel responsible for fuel sites. This demonstrates that not just hands-on personnel need this training but community leaders as well. Petroleum products are the number one contaminator to Mother Earth.

## Challenges

Challenges slow everything down and lead to limited services. Finding a suitable dates for training in a community is one of the biggest challenges. This leads to having to reschedule the training multiple times. Weather is also a huge problem leading cancellation of flights or road travel. Finding the proper contact person in a community for coordinating service is also a challenge. If your community is looking for Fuel Systems Management Training please get in touch with OFNTSC via [info@ofntsc.org](mailto:info@ofntsc.org).

## Future Plans

Over the next fiscal year, the intention is to develop a training session for community leaders that targets their role in understanding the Federal and Provincial fuel systems regulations.



# HOUSING SERVICE UPDATE

Through an agreement with the Canada Mortgage and Housing Corporation (CMHC), OFNTSC's Housing service administers technical services required under CMHC's nonprofit housing programs including the on-reserve Nonprofit Housing Program (Section 95) Progress Advance Validations; Physical Condition Reviews (PCR's) and Renovation Program Reviews (RRAP-Regular, RRAP-Disability and Emergency Repair Program (ERP)).

OFNTSC, as the lead contractor, partners with Tribal Councils, Large First Nations, and individual First Nations, through an agreement, to provide quality technical services in Ontario. Working with the CMHC-Technical Service Provider, OFNTSC will continue to ensure an effective and efficient services delivery system including CMHC and quality assurance and performance management processes. OFNTSC has this contract up until the end of the 2023/2024 fiscal year.

## KEY ACCOMPLISHMENTS IN 2023/2024:

- Successfully delivered the CMHC Technical Service contract to the First Nation communities in Ontario.
- There were 482 inspection reports completed for 70 First Nations Communities by all service providers for the CMHC Section 95, RRAP-R, RRAP-D, and ERP programs.
- 177 Physical Condition Reviews (PCR's) of Section 95 homes or apartments requested by CMHC were completed in 38 First Nations communities.





# HUB PROGRAM SERVICE UPDATE



## 2023/2024 Accomplishments

The OFNTSC's HUB Services program is pleased to conclude another successful year providing drinking water and wastewater operational support to 21 participating First Nations communities across Ontario. 2023/24 was another year of progress and can be marked by our team's commitment to working alongside local operators and assisting to achieve their common goal of reliable and safe drinking water operations in First Nations communities.

Our program continues to perpetuate the significance of meaningful maintenance management practices and considerable strides have again been made this year. With the adoption of a new computerized maintenance management system we have surpassed previous years work order volumes with greater than 520 closed work orders this year, all representing the extraordinary operational efforts captured in water and wastewater facilities on a regular basis. Maintenance management technology is being delivered to all facilities and local operators have already begun to independently utilize this maintenance software, further enhancing their facility specific maintenance plans and activities. Work order volumes are anticipated to continue to increase as operators continue to build their capacities in operational best practice and through implementing the maintenance management system at the facility levels.

Emergency response volumes saw a welcomed decline this year with a reduction from the previous year's 15 to approximately 5. A notable factor captured by the maintenance management system was a decrease in 'damage' or 'corrective' type activities and an increase in 'preventative' and 'inspection' type activities being completed in the facilities. Though risk and associated risk can be identified and addressed through routine inspection

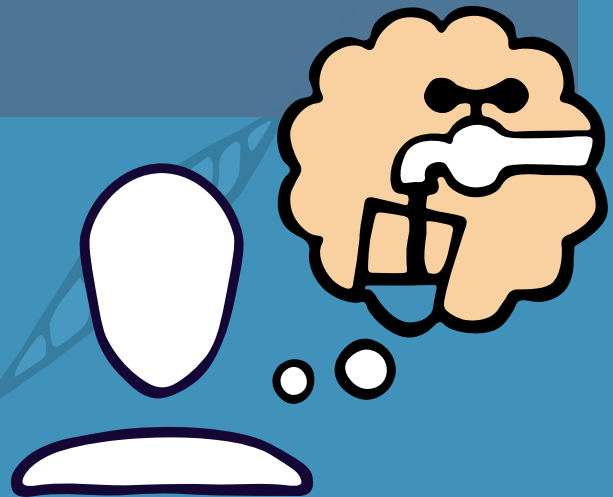
which continue to contribute to the reduction of Drinking Water Advisories, many First Nations continue to be challenged by many barriers preventing reaching their long-term safe drinking water goals.

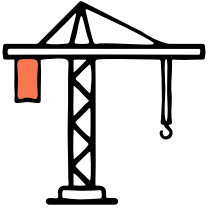
The HUB completed approximately 210 on site visits this year and it is this face-to-face presence which we can credit our continued strong working relationships and trust we have forged with our First Nations operators. The HUB program continues to demonstrate commitment and reliability as a service our First Nations communities can call upon and rely on for all operational drinking water and wastewater support needs.

The First Nations Youth Employment Strategy program finished the year strong with youth successfully obtaining Operator in Training accreditations and achieving Class I Drinking Water Operator Certification. The value of this program is continually realized through our impassioned youth building their professional and technical capacities to reach their career goals in the water and wastewater industry, a critical step in closing a crucial gap in an industry wide staffing crisis. We look forward to their continued success and the success of this program.

## Future Plans

In the 2024/2025 fiscal year, First Nations can anticipate comprehensive training of dedicated operators in the implementation of computerized maintenance management plans for facility assets and processes with a goal of continuing to build a clear picture of the breadth of effort and knowledge required to operate and maintain this critical infrastructure daily, weekly, quarterly and annually.





# INFRASTRUCTURE SERVICE UPDATE

## Program Overview

The Infrastructure Specialist (IS) program employs five full-time staff, one part-time staff member, and two new interns from across Ontario. Together, they completed nearly 300 new construction inspections last year. These inspections cover a variety of projects funded by Canada Mortgage and Housing Corporation (CMHC) funding programs, Indigenous Services Canada (ISC) Core Capital funding agreements, First Nations funding, private lending institutions, and individual homeowners.

## Inspection Process

Inspectors perform up to seven inspections per build, including callbacks as needed. The inspection process includes:

- **Plans review**
- **Lot layout review**
- **All construction phases which includes:**
  1. Foundation
  2. Footing
  3. Underground Plumbing
  4. Backfill
  5. Framing
  6. Insulation/Vapour Barrier
  7. Final/Occupancy



## Existing Home Condition Assessments

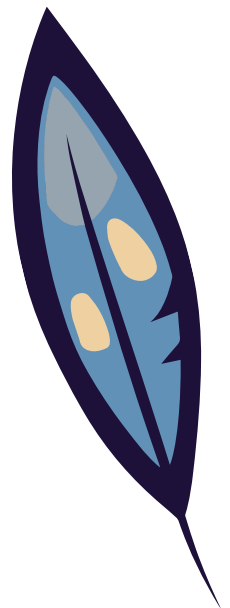
In addition to new construction inspections, the IS program conducts nearly 250 existing home condition assessments annually. These assessments support CMHC renovation and retrofit planning programs. Other assessments are requested by First Nations for general housing programming and planning for individual home occupants. Our team also provides mold remediation assessments and evaluates indoor air quality challenges. Home maintenance advice is offered through training sessions and specific visits with home occupants and First Nation housing staff.

## Expertise and Professional Certifications

Our team boasts over 120 years of combined professional experience in housing. Infrastructure Specialists at OFNTSC come from diverse technical education and work experience backgrounds, including Civil Engineering Technology, Architectural Technology, and Residential Construction Experience. Team members maintain professional inspector certifications with the Ministry of Municipal Affairs and Housing (MMAH) and the Ontario Building Officials Association (OBOA), holding designations such as Certified Building Code Official (CBCO) and Building Code Qualified (BCQ).

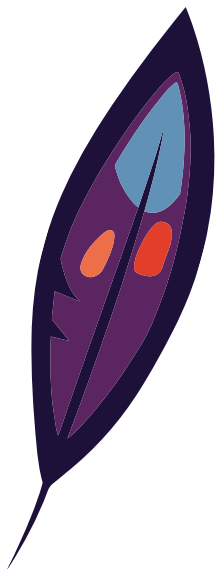
### Our staff member OBOA Inspection Certifications list:

- ● ● Plumbing house & all building
- ● ● Fire Protection
- ● ● HVAC (Heating Ventilation and Air Conditioning)
- ● ● Part 9 -House building envelope
- ● ● Part 9 -House Health & Safety
- ● ● Plan Review
- ● ● Building Structural
- ● ● Small building
- ● ● Large buildings
- ● ● Part 8 on-Site Sewage system



Additionally, staff members hold various other professional designations from organizations such as:

- ● ● Wood Energy Technology Transfer (WETT)
- ● ● Heating, Refrigeration and Air Conditioning Institute of Canada (HRAI)
- ● ● Natural Resources Canada (NRCan)
- ● ● WSIB
- ● ● Several other industry-related professional associations



## Team Growth

In the past year, our team has expanded with the addition of Randy Roy from M'Chigeeng First Nation and two interns, Spenser Dickson from Atikamehskeng First Nation and Theoren Hill from Six Nations. This growth enhances our ability to serve our communities with greater expertise and capacity.

The Infrastructure Specialist program continues to build on its strong foundation of skills and knowledge, ensuring we meet the diverse needs of the communities we serve across Ontario.

## Challenges

Our organization faces significant challenges in meeting the diverse needs of the communities we serve. These challenges vary greatly based on the geographical and socio-economic conditions of each community:

**Remote Communities:** Some of our communities are extremely remote, making it difficult to provide basic necessities such as healthy homes and inspection in timely matter due to limited or no road access.

**Rural and Semi-Rural Communities:** These communities face challenges similar to many municipalities, including the need for new community development and accessing funding for various projects.

## High Turnover Rates

Another significant challenge is the high turnover rates in housing and project management roles within some communities. This turnover necessitates:

**Dedicated Time and Focus:** More dedicated and focused time spent in these communities is essential.

**Providing Expert Advice:** Offering continuous advice and support to community members.

**Facilitating Industry Connections:** Connecting community members with other industry professionals to achieve successful outcomes.

Addressing these challenges requires a strategic approach to ensure all communities receive the support and resources they need to thrive.



## Future Plans

The Infrastructure Specialist program is currently in the process of training two interns to equip them with the knowledge and skills needed to become certified building inspectors. This training program is comprehensive, blending theoretical knowledge with practical experience to ensure that interns are fully prepared to assess buildings for compliance with codes and regulations.

Training interns to become building inspectors involves a multifaceted approach. The program combines a solid theoretical foundation with extensive hands-on experience, guided mentorship, and opportunities for continuous learning and specialization. This comprehensive training ensures that interns develop into competent, confident, and certified building inspectors capable of ensuring the safety and compliance of buildings.

## Commitment to Serving First Nation Communities

We are committed to continuing our service to all Unaffiliated First Nation communities across Ontario. We respond to requests for training in various areas, including:

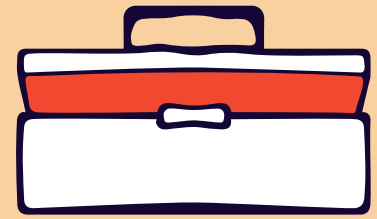
- Home maintenance program
- Carpentry skills training
- Housing project management
- HRV (Heat Recovery Ventilation) installation and maintenance

## Development of Training Curriculum

Our training utilizes both in-house developed material and training materials from other agencies. However, our goal is to develop a comprehensive OFNTSC training curriculum that covers these topics in depth. We are considering the development of an inspector certification model, where all training curricula would be specifically tailored for our use in serving all Ontario First Nations.

By developing our own training programs and certification models, we aim to enhance the quality and relevance of the training we provide, ensuring that it meets the specific needs of First Nation communities and supports their goals for sustainable development and self-sufficiency.

# OPERATIONS & MAINTENANCE SERVICE UPDATE



## 2023/2024 Accomplishments

Throughout the 2023/2024 fiscal year, the Operations & Maintenance team continued to deliver on numerous ongoing projects.

The climate risk assessment project at Sagamok Anishnawbek and Batchewana First Nations was launched in June 2023 and will utilize Module 2 of the First Nations Infrastructure Resilience Toolkit (FN-iRT). This project looks to assess the risks and vulnerability of the community infrastructure to the effects of current extreme weather and future climate. Climate risks identified in this project will be incorporated into their recently completed asset management plans.

The Naicatchewenin First Nation completed their Asset Management Plan in March 2024 while applying the First Nations Infrastructure Resilience Toolkit (Module 3) in the process. The Chief & Council recently approved their asset management policy, making Naicatchewenin the first First Nation in Ontario to adopt an asset management plan within their organization's governance.

OFNTSC and Pacific Institute for Climate Solution (PICS) recently signed a memorandum of understanding to establish a cooperative relationship on three collaboration activities that would integrate First Nations cultural, ecological, and traditional knowledge of climate impacts on their community infrastructure.

1. The first collaboration will expand the need for better climate data through PICS Indigenous Climate Atlas (<https://climateatlas.ca/indigenous>) while integrating this data into the First Nations Infrastructure Resilience Toolkit (FN-iRT).
2. The second collaboration will produce a short film documentary in two First Nation communities on the process of applying the FN-iRT, while capturing First Nations traditional knowledge to help build resilient communities in the face of climate change.
3. The third collaboration will co-deliver five national workshops with interested FN communities to help improve climate resilience awareness and work in First Nation community's.

OFNTSC partnered with KPMG to developing an asset management business case to provide service support and deployment of the FN-iRT. The business case would determine the size of a delivery team to support all asset management needs of First Nations in Ontario and Canada.

OFNTSC's Asset Management program presented at the 2023 PIEVC Global Forum for Infrastructure and Climate Change on April 18-20, 2023 in Vancouver, BC. This global forum assembles infrastructure practitioners and decision-makers from around the world to highlight best and emerging practice in infrastructure and climate change vulnerability & risk assessment. OFNTSC showcased the FN-iRT as a tool that demonstrates innovation and enhancements to climate resilience in First Nation communities.

Funding was provided by Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada for twenty participants from First Nation across Canada to attend the global forum. This activity was coordinated by OFNTSC which successfully enabled 18 First Nations participants from across Canada attend the forum.

In Partnership with PICS, OFNTSC presented at the Adaptation Futures 2023 in Montreal, QC on October 2-6, 2023. This event had over 120 countries, and more than 2,000 members of the climate change adaptation community come together to share cutting-edge knowledge and solutions to collectively confront climate reality and to shape a resilient future.

PICS and OFNTSC jointly demonstrated ground-breaking tools and innovations that take a "two-eyed seeing" approach that brings together western science and Indigenous knowledge that advances climate action, resilience, and reconciliation in Indigenous communities.





## Example of Community Impact

Implementing the FN-iRT Asset Management Module 2 proved to be helpful in getting a First Nation Financial Administration Law endorsed. Implementing the asset management fundamental and improving awareness was valued in their negotiations with the Financial Management Board therefore, helping the community to become Financial Management System Certified.

## Challenges

Due to understaffing and funding issues, the asset management program currently experiences challenges in keeping up with First Nations demands to implement asset management plans during 2023/2024.

## Future Plans

- Apply the FN-iRT Climate Risk Assessment (Module 2) at Naicatchewenin First Nation
- Complete Climate Risk Assessment at 2 North Shore Tribal Council First Nation communities
- Conduct E-ACRS Inspections at 12 Unaffiliated First Nations in Ontario
- Develop Asset Management Plans for 12 Unaffiliated First Nations in Ontario
- Conduct a National Asset Management Pilot Project for 5 First Nations
- Conduct 5 Climate Change Awareness Workshops for First Nation in Canada
- Integrate the FN-iRT with the Indigenous Climate Atlas  
([climateatlas.ca/indigenous](https://climateatlas.ca/indigenous))
- Film documentary in 2 First Nations communities that capture tradition knowledge that helps build resilient communities in the face of climate change
- Enhance the FN-iRT website ([firstnationsirt.org](https://firstnationsirt.org))
- Investigate a working relationship with OFNTSC and Canada Red Cross Indigenous Help Desk to improve emergency response.

# TECHNICAL YOUTH CAREER OUTREACH PROGRAM

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



## Technical Youth Career Outreach Project (TYCOP)

Through the TYCOP initiative, OFNTSC aims to inform First Nations students about the various technical careers that exist and how they can achieve success in these areas. We showcase successful First Nations Role Models who are currently studying or working in a technical career, in the hope that they will inspire other youth to follow the same path.

## 2023/2024 Accomplishments

During the 2023/2024 fiscal year (April - March) OFNTSC has continued building the foundation to deliver the TYCOP program while progressing towards the project deliverables successfully.

In August 2023 the team delivered a STEM summer camp to First Nations youth by partnering with local education institutions such as the University of Waterloo. Promotional materials were updated and refreshed, and the existing database was built upon through presentations at events such as the TechNations Conference & Tradeshow.



Moving into 2024, OFNTSC re-focused its attention on attending career fairs and preparing the foundational documents and project structure for the mentorship program.

In January OFNTSC acquired the MentorCity platform to deliver the mentorship project, updated the project timeline, and wrote the terms of reference as well as codes of conduct for both mentors and mentees. In order to deliver an effective program, a mentorship training program was developed alongside the mentorship journey plan, and program policy.

Upon further review of the mentorship program, concerns regarding privacy risks were raised by OFNTSC Senior Management. To address any potential risks and concerns, OFNTSC contracted McConnell Consulting to review the program plan and assess business risks. While minor changes have been made to the delivery plan, the report from McConnell found that all potential risks were addressed appropriately.

OFNTSC performed a social media audit and created a social media policy and calendar. These actions run parallel to a branding and marketing redesign and the renewal of the TYCOP newsletter. With the rollout of the aligned social media, OFNTSC hopes to use the marketing material to run videos on social media and engage with our community throughout 2024.

Lastly, the TYCOP team continued their professional development and expansion to a national program by attending Indspire's National Gathering for Indigenous Educators, as well as the American Indian Science and Engineering Society (AISES).

## Events Attended

- ● ● Indspire's Soaring (Edmonton, AB) - May 10, 2023 - Youth Reached: 1,000
- ● ● TechNations Conference (Thunder Bay) presentation to community leaders - September 13, 2023 - Adults Reached: 20
- ● ● National Gathering for Indigenous Education (Montreal) - November 16 & 17, 2023 - Networking at tradeshow and conference
- ● ● Skilled Trades & Tech Day (Essex County) - February 27, 2024 - Youth Reached: 500
- ● ● American Indian Science and Engineering Society (Vancouver) - February 29, 2024 - West coast connections made
- ● ● Lakehead University Career Fair (Thunder Bay) - March 6, 2024 - Students Reached: 250
- ● ● Dennis Franklin Cromarty Career Fair (Thunder Bay) - March 5, 2024 - Students Reached: 100
- ● ● ICTC Powwow @ Lakehead University (Thunder Bay) - March 8 & 9, 2024 - Students Reached: 150
- ● ● Little NHL (Markham) - March 10 - 13, 2024 - Students Reached: 3,500

**TOTAL NUMBER OF STUDENTS REACHED AT IN-PERSON EVENTS: 5,520**



## Future Plans

Moving into 2024/2025, OFNTSC plans to launch our mentorship program and create case studies to present by 2025. We intend to expand the team and coordinate a National STEM Summit to be delivered in 2025.



# WATER & WASTEWATER SERVICE UPDATE

## 2023/2024 Accomplishments

Our team remains busy on multiple projects. We are team members on 13 projects currently under construction. Many of the projects we are working on very large, including four new greenfield drinking water / wastewater plants.

We provide assistance through all phases of a project, from feasibility study to construction. We have a lot of experience in authoring terms of references to hire qualified project managers and consultants – we have worked on a number of request for proposals to guide the project team through a fair and transparent tendering process.

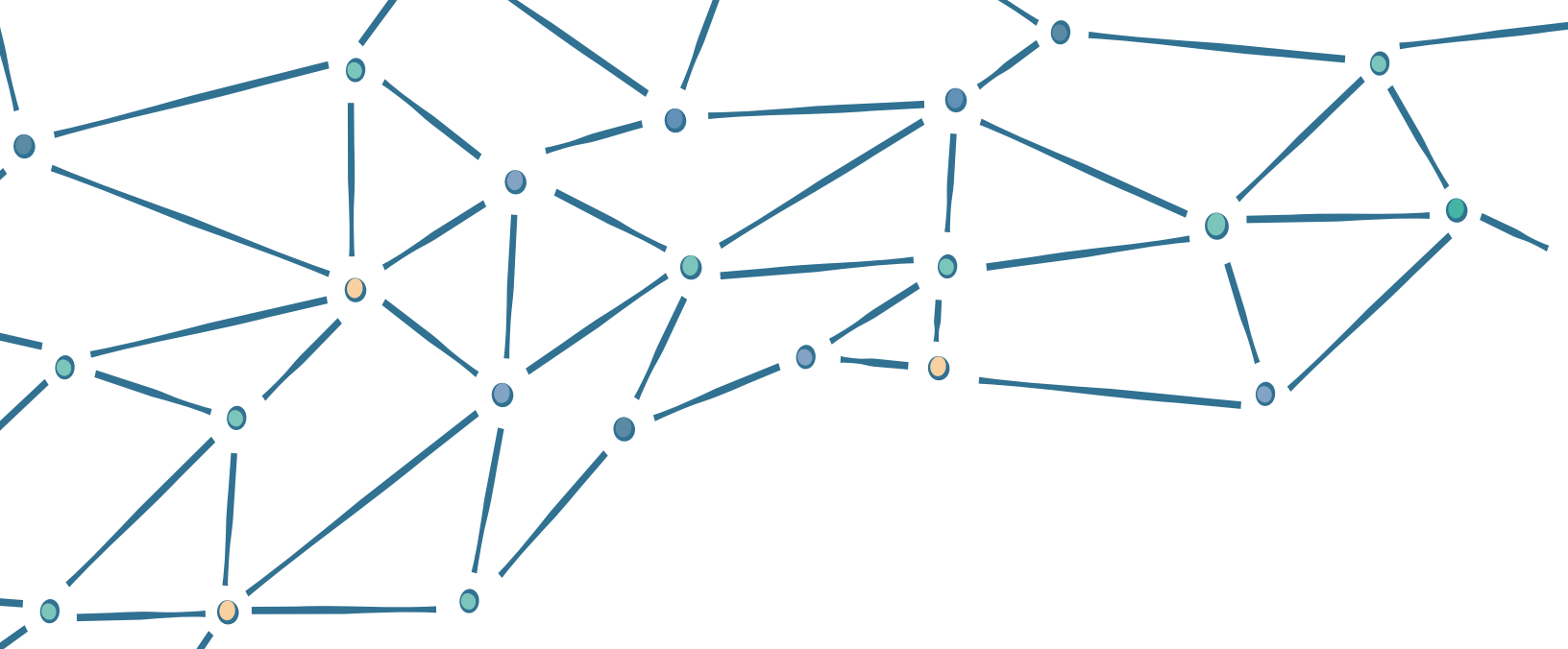
### Some key projects include:

- Naotkamegwanning Wastewater Treatment Plant began construction
- Biigtigong Nishnaabeg new Water Treatment Plant began construction
- Algonquins of Pikwakanagan new Water Treatment Plant began construction
- Shawanaga new Water Treatment Plant under construction
- Chippewas of Nawash new Water Treatment Plant nearing completion

Our work on drinking water projects and sewage projects is to ensure the access to clean and safe drinking water for all people living on reserve, and to protect the environment and the earth. We look forward to continuing to provide assistance to all the First Nations we work with!

## Highlights

- Project Team member / working on 27 Water and Wastewater Projects valued at approximately \$580 million dollars
- Of those; 13 projects are currently under construction or recently completed
- Four very large, new water / sewage plants moved into the construction phase



# TECH NATIONS

September 12 - 13, 2023

## REPORT



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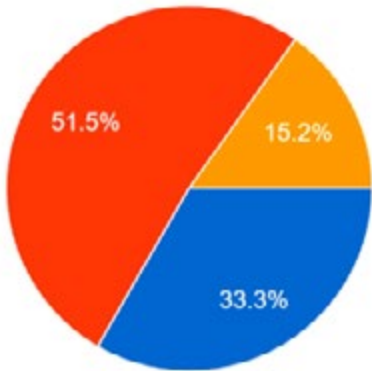
The Ontario First Nations Technical Services Corporation (OFNTSC) hosted its annual TechNations Conference and Tradeshow in-person on September 12 & 13, 2023 at the Delta hotel in Thunder Bay, Ontario.

**Theme:** Coming Together for a Sustainable Future

**Total Attendance:** 209

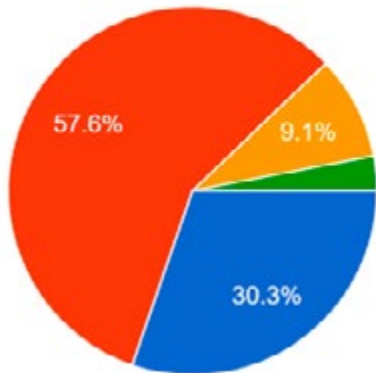
## Feedback:

TechNations provided me with enhanced knowledge on creating a sustainable future for First Nations communities.



- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

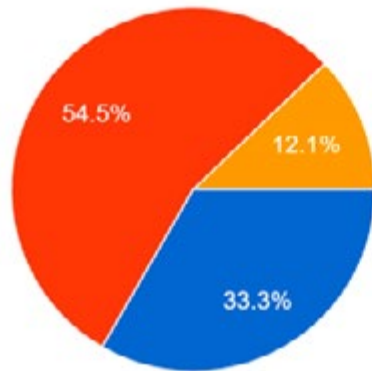
The topics at TechNations kept my interest.



- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

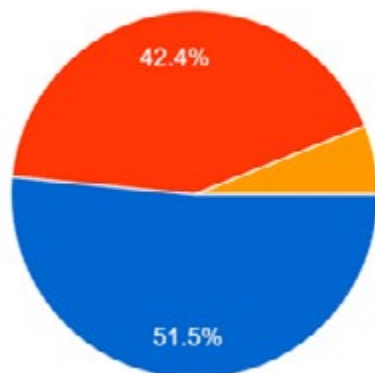


Presenters were engaging in their presentations.



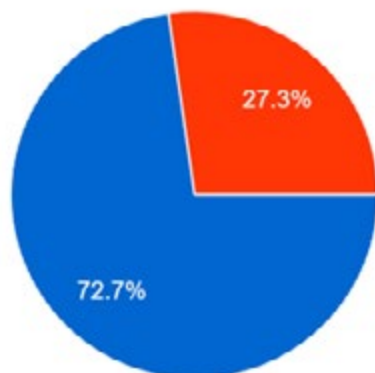
- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

How satisfied were you with the event?



- Very Satisfied
- Satisfied
- Not that satisfied

I made new connections at the conference.



- Yes
- No





# **FINANCIAL STATEMENTS OF OFNTSC**

**& INDEPENDENT AUDITOR'S REPORT THEREON  
YEAR ENDED MARCH 31, 2024**

# ONTARIO FIRST NATIONS TECHNICAL SERVICES CORPORATION


## Statement of Financial Position

Year ended March 31, 2024, with comparative information for 2023

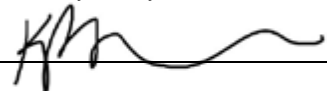
	2024	2023
<b>Financial assets:</b>		
Cash and cash equivalents (note 3)	\$ 6,423,438	\$ 5,046,466
Amounts receivable	1,089,072	885,751
	<u>7,512,510</u>	<u>5,932,217</u>
<b>Liabilities:</b>		
Accounts payable and accrued liabilities	501,718	671,322
Deferred revenue (note 5)	3,633,405	2,435,200
Deferred lease inducement	8,227	8,227
	<u>4,143,350</u>	<u>3,114,749</u>
<b>Net financial assets</b>	<b>3,369,160</b>	<b>2,817,468</b>
<b>Non-financial assets:</b>		
Prepaid expenses	64,598	134,669
Tangible capital assets (note 4)	497,560	610,218
	<u>562,158</u>	<u>744,887</u>
<b>Accumulated surplus (note 6)</b>	<b>\$ 3,931,318</b>	<b>\$ 3,562,355</b>

See accompanying notes to financial statements.

On behalf of the Board:

  
 \_\_\_\_\_ Director

Wendy Landry

  
 \_\_\_\_\_ Director

Kerry Black, PhD, P.Eng

# ONTARIO FIRST NATIONS TECHNICAL SERVICES CORPORATION

## Statement of Operations and Accumulated Surplus

Year ended March 31, 2024, with comparative information for 2023

	2024	2023
<b>Revenues:</b>		
Indigenous Services Canada	\$ 9,726,368	\$ 9,623,849
Canada Mortgage and Housing Corporation	404,525	571,816
Other	1,093,446	1,024,921
	<u>11,224,339</u>	<u>11,220,586</u>
<b>Operating expenditures:</b>		
Salaries and benefits	3,223,620	3,050,369
Travel	460,091	435,669
Board, committees and meetings	128,245	153,597
Professional services	178,049	151,689
Rent	279,825	264,851
General and office	362,848	238,529
Bad debt expense	–	93,688
Copier, fax, telephone and postage	112,919	101,761
Computer support	173,314	190,265
Training	149,333	295,607
Insurance	144,363	162,409
Contributions	1,605	3,200
Unrecoverable sales tax	102,609	118,143
Amortization of tangible capital assets	111,027	117,597
	<u>5,427,848</u>	<u>5,377,374</u>
Project expenses (Schedule 1)	5,427,528	5,881,766
Annual surplus (deficit)	368,963	(38,554)
Accumulated surplus, beginning of year	3,562,355	3,600,909
Accumulated surplus, end of year	<u>\$ 3,931,318</u>	<u>\$ 3,562,355</u>

See accompanying notes to financial statements.



# Contact Information & Office Locations



## Head Office

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Unit 202, Box 8  
Hagersville, ON N0A 1H0

**Tel:** 905-768-3399

**Fax:** 905-768-1999

## Thunder Bay Service Centre

1159 Alloy Drive, Suite 202  
Thunder Bay, ON  
P7B 6M8

**Tel:** 807-623-9595

**Fax:** 807-623-2566

## Brantford Office

195 Henry Street  
Building 4, Unit 3  
Brantford, ON N3S 5C9


**Tel:** 226-493-0225

**Fax:** 416-651-1673

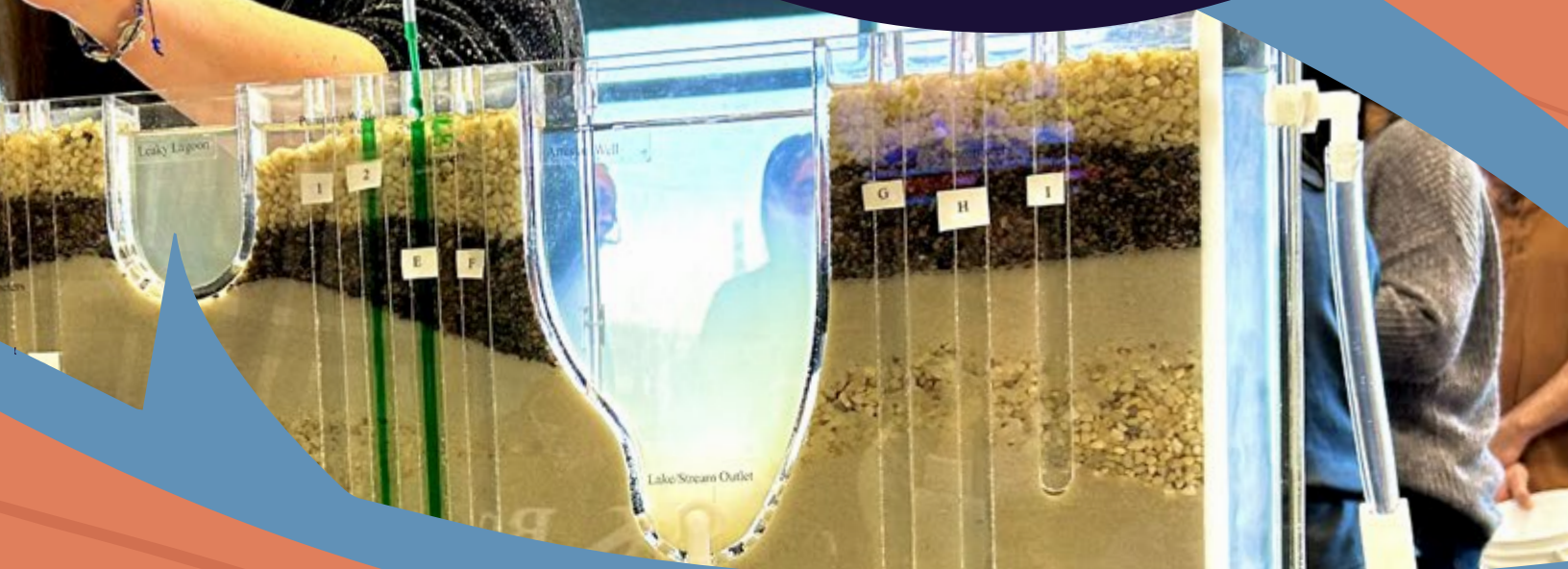
## Atikameksheng Anishnawbek First Nation Office

1609 Gabode Drive  
Naughton, ON, P0M 2M0

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ONTARIO FIRST NATIONS  
TECHNICAL SERVICES  
CORPORATION



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