



2018-2019

# ANNUAL REPORT



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## Message from Interim President & Chief Amanda LeBlanc

As the 2018-2019 year ended, we reflect on an incredibly busy year at the New Brunswick Aboriginal Peoples Council. As the Canadian political landscape has shifted, we were required to be nimble and adapt to respond to these changes, ensuring our members have continued representation and that our voices are heard.

We have continued to work with long standing partners, as well as foster new relationships with other organizations and groups, spreading the word of NBAPC and our members, and the unique issues off-reserve Aboriginal people face in New Brunswick. We want to thank the individuals, also, who have contributed to the work we have done over the last year and help us in this journey.

One of the highlights over the past year has been our participation in the National Inquiry into Murder & Missing Indigenous Women and Girls as a party with standing, attending some of the institutional hearings, preparing and submitting a final written report, and gave a final oral statement at the closing of the Inquiry. We brought to light the vulnerabilities that off-reserve Indigenous people face, especially women and girls, and how current policies and practices often work against our people in receiving fair, equitable access to programs and services.

We are also very proud that the *Looking Out For Each Other* project will have a second symposium to present research done over the past year and highlight the progress the project and partners have made. Most notably, in partnership with Gignoo Transition House, 1-833-MMI-FIND was launched; a 24/hr helpline to aid families and friends when a loved one goes missing.

A new year ahead means new beginnings, new challenges and new opportunities. I have been incredibly humbled and have been honoured to have played a small part in the work over the past year, and cannot wait to see what the year ahead brings with the new exciting initiatives on their way.

A very big WOLIWON to the incredibly hard working staff and volunteers who work tirelessly for the people and to those who will be a part of the continued work over the coming year.

Yours in Friendship,

Amanda LeBlanc  
(Interim) President & Chief



**Amanda LeBlanc, Interim  
President & Chief**



## GOVERNANCE

To the New Brunswick Aboriginal Peoples Council, self-government begins – but does not end – with control over our land. Government means jurisdiction over our renewable and non-renewable resources, education, health and social services, public order and the shape and composition of our political institutions. While some of our plans may sound far-reaching to some people, they should not be regarded as a threat. We do not want to recreate a world that has vanished. We do not want to turn back the clock. Far from it. We welcome the challenge to see our culture grow and change in directions that we have chosen for ourselves. We do not want to become the objects of sentimentality. Nor do we want our culture to be preserved in amber for the amusement or even the edification of others. What we do want, what we demand, is nothing more than control over our own lives and destiny. That control is called “**SELF-GOVERNMENT**”.

### Who We Are

The New Brunswick Aboriginal Peoples Council, previously the New Brunswick Association of Metis and Non-Status Indians, was formally organized in 1972 to represent all Aboriginal People who live off-reserve in New Brunswick, who decide to become members within our Council and support our mission. The Council is affiliated with the Congress of Aboriginal Peoples, a national organization located in Ottawa. The Council endeavours to improve the social and economic standards of the off-reserve Aboriginal people in the province through political activity and through programs such as housing and employment and skills development. The Council also co-manages an aboriginal fishery and ensures that the aboriginal right to fish is respected through negotiation of mutually acceptable and time-limited fisheries arrangements.

### Annual General Meeting

The New Brunswick Aboriginal Peoples Council Annual General Meeting is self-government in action. Every year, representatives from each of the Locals in New Brunswick gather to hear each other, make their own voices heard, review the successes and challenges of the previous year and set director for the upcoming year. The 47th AGM was held August 17–19 in Bathurst. The AGM was made possible because of the hard work of the Executive, AGM Planning Committee, and Zone 2 Director Della Brown and family. Delegates were graciously welcomed to the home of Della and Warren for an evening of song, dance, and great food. They made sure that everyone was well taken care of! The AGM featured productive and informative sessions by the National Chief of the Congress of Aboriginal Peoples and the Maritime Aboriginal Peoples Council. As per usual, the NBAPC Youth Council held their own annual general meeting. 10 resolutions were passed to guide the NBAPC’s leadership for the upcoming year. The NBAPC wishes to thank summer student Kyana Kingbird for the beautiful artwork that adorned the docket.



## People, organizations, and communities we are working with outside of the project funders.

Congress of Aboriginal Peoples  
Native Council of Nova Scotia  
Native Council of Prince Edward Island  
Nunatukavut  
Native Alliance of Quebec  
Maritime Aboriginal Peoples Council  
St. John's Native Friendship Center  
Under One Sky Friendship Center  
Mi'kmaq Native Friendship Center  
Gignoo Transition House  
Jula Hughes, University of New Brunswick  
Laurel Lewey, St. Thomas University  
Josephine Savarese, St. Thomas University  
Stephanie Francis, NB Family Information Liaison Unit (FILU)  
Wendy Keats, Social Enterprise Cooperative  
Aboriginal Seafood Network Inc.

Miigam'agan  
Alma Brooks  
Cathy Martin  
Mi'kmaq Wolastoqey Centre  
Han Martin Associates  
Bronwyn Davies  
Karen McGill  
Leanne Fitch, Fredericton Police Force  
Donald Daigle, "J" Division, RCMP  
Urban Aboriginal Knowledge Network  
Joint Economic Development Initiative  
NB Women's Council  
Women's Equality Branch, Executive Council, GNB  
Nic Meloney, CBC Indigenous  
National Inquiry into Missing & Murdered  
Department of Fisheries & Oceans  
Department of Women and Gender Equality Horizon Health Network

## Funders

NBAPC's funders include: Crown-Indigenous Relations Affairs Canada (CIRNAC), Service Canada, Department of Fisheries and Oceans (DFO), Congress of Aboriginal Peoples (CAP), the New Brunswick Department of Postsecondary Education, Training and Labour (NBPETL), Status of Women Canada (SWC), and the Privy Council Office.

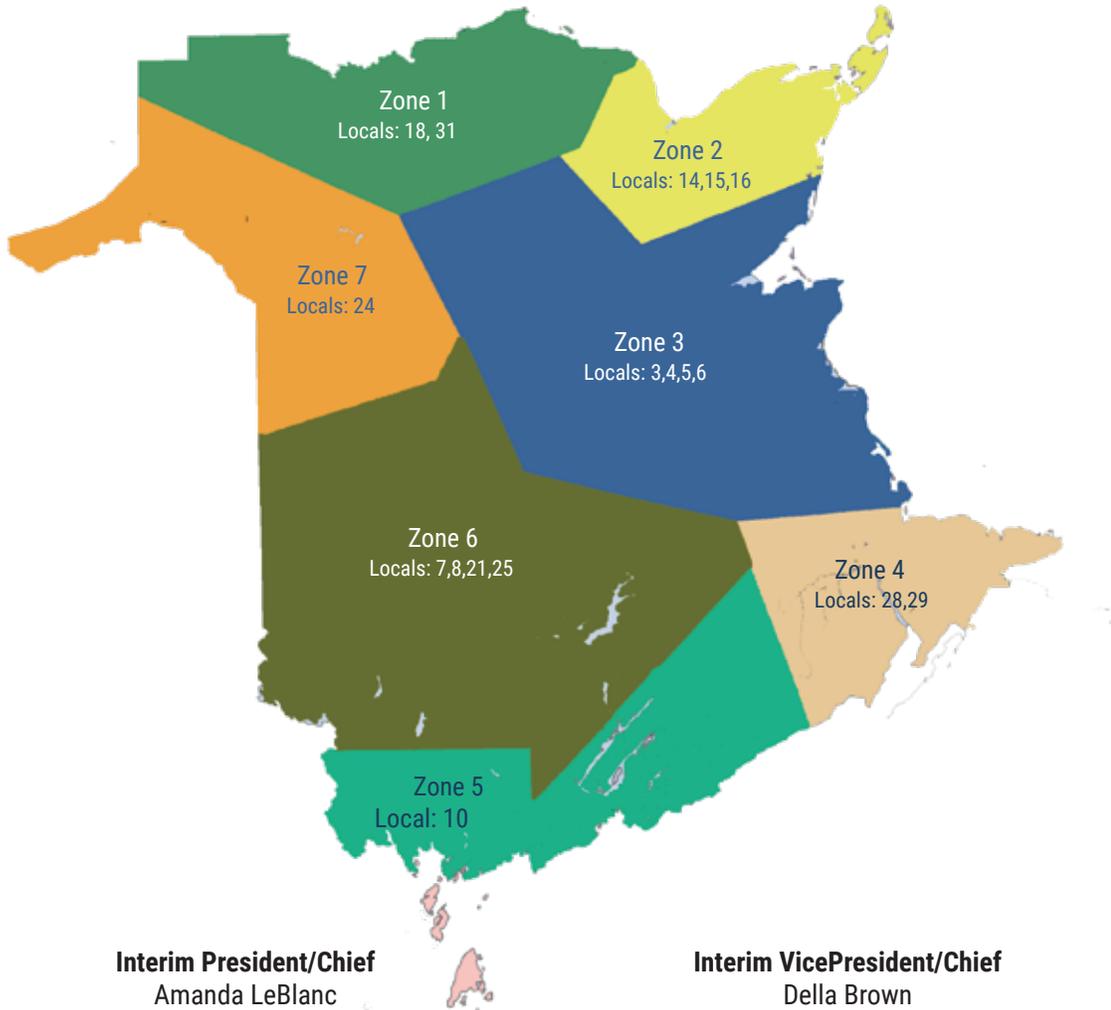
## Programs

Programs include: Indigenous Skills and Employment Training (ISETS), Natural Resources including an Aboriginal Fisheries Strategy, as well as the Education Assistance Program.





## NBAPC New Brunswick Zones



**Interim President/Chief**  
Amanda LeBlanc

**Interim VicePresident/Chief**  
Della Brown

**Zone 1**  
**Director: Pat Hamilton**  
Local #18 Dalhousie  
Local #31 St. Maure

**Zone 2**  
**Director: Della Brown**  
Local #14 Allardville  
Local #15 Bathurst  
Local #16 Lameque

**Zone 3**  
**Director: James Martin**  
Local # 3 Pointe-Sapin  
Local #4 Baie-Ste-Anne  
Local #5 Miramichi  
Local #6 St. Louis de Kent

**Zone 4**  
**Director: Guy Losier**  
Local # 28 Moncton  
Local #29 Cormierville

**Zone 5**  
**Director: Richard Mellor**  
Local #10 Saint John

**Zone 6**  
**Director: Frank Palmater**  
Local #7 Durham  
Local #8 Geary  
Local #21 Harvey  
Local #25 Mazerolle Settlement

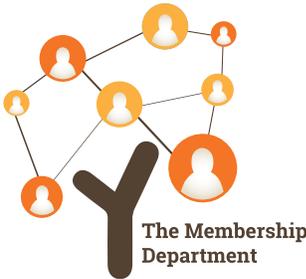
**Zone 7**  
**Director: Bruce Harquail**  
Local #24 Edmundston

**Youth Provincial Director**  
Christy Mellor-Gorham



# NBAPC Departments

## Membership Department



Full membership in the New Brunswick Aboriginal Peoples Council is open to persons of Aboriginal ancestry, who are 16 years of age and older, and reside in New Brunswick and not on a Reserve. Full members are eligible to vote at Annual General Meetings and Special Meetings and hold elective office at the Executive or Board level of the Council.

Application for full membership must be made at the community Local level and forwarded to the Membership Clerk at the Head Office with recommendation for approval.

To be eligible for full membership, people must:

- Be a resident in New Brunswick, and live off reserve for six (6) months prior to applying for membership;
- Meet the requirements of membership and complete an approved NBAPC membership form prescribed for such purposes;
- Be a descendant of a verified and known Aboriginal person since July 1, 1867;

Documents to support Aboriginal ancestry must be certified. Photocopies of the certified documents shall be made by the Membership Committee and certified documents returned thereafter to the applicant.

Requests for new membership to be actioned within a 90 day period. Withdrawing memberships to be processed within a 90 day period.

## IMPACT STORY

This year the New Brunswick Aboriginal Peoples Council has focused on increasing the bilingual capacity of our departments to provide services to our French speaking members. Increasingly, our members are requesting that services be delivered to them in their language. However, the Council did not have the capacity to provide services to our French-speaking members and Indigenous peoples who live off reserve and for whom French is their first language. Our lack of capacity created frustration for when members reached out to receive those services for which they are entitled and for membership applicants when navigating the membership application process. To help fix the issue, NBAPC received funding Indigenous and Northern Affairs Canada to increase our internal **Capacity to Provide Bilingual Services** in both official languages through second-language training for current NBAPC staff. Throughout the project, we logged French interactions which provided a better understanding of how many calls that the central office can now address. In the coming year, NBAPC will have completed the project and increased our bilingual capacity in a number of areas including Membership, ASETS, Finance, and at NBAPC assemblies. See page 19 for other Membership Department projects.





## The Communication World at NBAPC

The communication department is managed by Yara Smadi, who joined in February 2018. The focus is to strengthen the Council's brand, image and marketing efforts and share information with our members on activities. Representing the Council's online image has been a priority in the last year and our communication

officer has been working on various aspects to achieve that as outlined hereunder:

**New Website:** In today's digital world, a first impression of an organization is the website. It is undeniably essential in the internet era to reach our members and serve as a resource and information source. Yara has designed and developed the current website with a responsive feature that captures the essences of our image. This allows for a better representation and keeps members informed. It also helps to establish a consistent brand for the Council.

**Brand Guide:** Branding goes beyond a logo, tagline and color. Branding is a promise to our members and public that we deliver on our goals and mandate. It sends a clear message of a trust connection with our target audience. Yara has created a brand guide for NBAPC capturing the importance of branding elements and better strengthen the image of the Council.

**Social Media:** It is with no doubt that social media have a huge impact on our lives both personally and professionally. It is very important to maintain a strong consistence presence on social media. We have several social media platforms serving the same but different purposes:

**Facebook:** the majority of our audience and membership are on Facebook and Yara maintains the Council's presence meticulously sharing news and related interested information happening in the region. She also runs promotional ads and engages with people to answer their requests.

**Twitter:** we are active on twitter especially with our President and Chief is participating in global events to promote the events and also to share our news.

**Instagram:** we share our news and activities on Instagram.

**Pinterest:** our portfolio currently focusses on Aboriginal artists.

**Marketing:** to maintain our promise of sharing information a consistence brand, Yara has designed marketing material including brochures and flyers for NBAPC, ASETS, Equity and Looking Out For Each Other. She manages a monthly mailout that is shared online on our website, Facebook and emailed to our board and local presidents. She is currently working on designing and managing the production of our bi-annual newsletter The Mal-i-Mic.

**Event planning:** We meet with our members once a year in our Annual General Meeting and our communication officer is responsible to disseminate the related information to our members, collect the info needed by the set deadline and take part of the planning a for the AGM.





## Indigenous Skills & Employment Training Program

For over twenty years the New Brunswick Aboriginal Peoples Council has successfully offered employment and training services to the off-reserve community of New Brunswick. From 1999 to 2010 the NBAPC delivered the Aboriginal Human Resources Development Strategy (AHRDS) under an agreement with Service Canada/ESDC. In 2010 the AHRDS ended and NBAPC began delivering services under the Aboriginal Skills & Employment Training Strategy (ASETS) until 2019. NBAPC had great success with these programs and as a result many off-reserve Aboriginal clients achieved their training, education and employment goals. In 2019 the ASETS transitioned into the Indigenous Skills & Employment Training Program (ISETP), thereby allowing NBAPC to continue its path forward in offering comprehensive employment services to NB to ensure the workforce success of its community.

The ISETP is based on an established set of procedures and check and balances to ensure funding is distributed fairly and logically. We are accountable to our funding partners (Service Canada/ESDC, Congress of Aboriginal Peoples, Dept. Post-Secondary Education, Training & Labour) through an established reporting system. All clients and resources must be accurately tracked and accounted for. The ISETP ensures a fair and equitable application process for all programs and services, as well as guidelines and policies developed by the NBAPC.

The ISETP program is delivered by a staff of five. There is a program co-ordinator (Kristina Rogers), three Employment Counselors (Joan Paul-Central/West NB, Shannon Scott-South NB, Tricia Chase-North NB) and an Administrative Financial Assistant (Marge Zimmerman). Each counsellor has a designated area but the entire staff works out of the central office and travel when necessary. Tricia Chase is the bilingual Employment Counselor for the Northern region of New Brunswick. She provides services to areas surrounding Campbellton, Dalhousie, Bathurst, Miramichi and Doaktown as well as French language clients and inquiries. Shannon Scott is the Employment Counselor for the southern region of New Brunswick. Her region includes all areas surrounding Saint John, St. Stephen, Sussex, Moncton and Richibucto. Joan Paul is the Employment Counselor for the Central and Western region of New Brunswick. Her region includes all areas surrounding Edmundston, Grand Falls, Woodstock, McAdam and Fredericton.

The ISETP department offers many services from needs assessments to employment and career counseling, creation of action plans to assist clients achieve their employment goals, funding, referrals, summer internships, cover letter/resume assistance, etc. The staff assists clients in making constructive, realistic and feasible career choices based on labour market information.

The staff also networks with employers, businesses and the Aboriginal Employment Facilitator to understand the unique skill base each employer currently requires and will require in the future and attempt to refer clients with that skill base and/or train suitable Aboriginal candidates to fill these positions.



We also have a full service access/resource room. This facility is set up so that clients can use a computer, printer, scanner, internet services, fax machine, obtain information about training institutions, employers, government agencies & programs, use our library materials, resume and cover letter assistance, help practice interview skills, workplace professionalism, etc... The staff assists clients in maintaining their knowledge of resume writing, the construction of cover letters, job search strategies, interview skills, networking, workplace professionalism and employment maintenance. Every attempt is made to ensure that these skills are maintained and clients understand the importance of updating their resumes for presentation to potential employers.

The ISETP staff remain consistently involved with their clients throughout their intervention. Follow-ups with clients, with the other funding agencies/case managers of the client's as well as with the training institution/employer to ensure the client is on track and using funding dollars to the best of his/her ability. Appropriate referrals are made to qualified groups/organizations to assist clients in overcoming barriers that could possibly hinder their success.

## IMPACT STORY

### BRAELYN CYR



The NBAPC-ISETP treats every client as a unique individual and customizes their training plan to fulfill their specific needs as best as possible. We have had great success doing this rather than expecting clients to conform to a group intervention. Many of our interventions allow a client's true talent to shine. For example, during our last summer student program we placed a talented young artist at a publishing house where she was able to showcase her talents.

Braelyn Cyr is a talented Indigenous woman who was sponsored by the New Brunswick Aboriginal Peoples Council's Aboriginal Skills & Employment Training Strategy as a summer student. The summer program places students in summer jobs and internships that relate to their specific career goals. Braelyn was born in Campbellton and is a self-taught writer and illustrator who is a student at the New Brunswick College of Craft & Design (NBCCD). Her summer internship took place at Monster House Publishing in Fredericton. During her summer placement she wrote and illustrated a children's book called "Mahtoqehs Journey". Braelyn states "I wanted to create a children's book that involved language and culture...creating accessibility to culture for Aboriginal People is one step towards reconciliation and this is my small part in that movement." Her book launch occurred at the NBCCD library on October 24<sup>th</sup>, 2018.



Braelyn has been busy writing a second children’s book for a younger age group and will be published in December. She already has plans to research and complete a third book for older children. She wrote her first book in English and Maliseet and explained it is “for the Wolastoqiyik people as a show of thanks for those in the community and those associated with the learning aspect of the creation”. The next two books will be written in English and Mi’gmaq.

All the illustrations in her books were created by her. Her recent painting of Chief Polchies of Saint Mary’s First Nation will grace the cover of Fiddlehead Literacy Magazine by the end of this year. Braelyn excels at wampum beading and recently travelled to the SOFA Chicago Expo to showcase her bead work. She attended the Mi’gmaq Maliseet Atlantic Youth Conference at UNB to demonstrate wampum bead necklace creation and taught a sweetgrass braiding class.



Photos: Illustrations above from “Mahtoqehs Journey” by author and illustrator Braelyn Cyr.

Braelyn is currently continuing her studies at NBCCD and wishes to work as an art therapist who specializes in Aboriginal youth care. She also plans to share her artistic skills by teaching more classes in the future and continuing her work as an artist. The NBAPC would like to congratulate Braelyn Cyr for her hard work and creativity in publishing her first book and for being a wonderful role model to other Aboriginal youth. We look forward with anticipation to the publication of her next two books. Braelyn’s book is now available online at [monsterhousepublishing.com](http://monsterhousepublishing.com) and instore at both Chapters and Westminster books located in Fredericton, NB.





## AFS / Natural Resources

Natural Resources is managed by Adam Samms. Under Natural Resources is the Aboriginal Fisheries Strategy (AFS), first launched by Fisheries and Oceans Canada (DFO) in response to the landmark ruling of the Sparrow Decision. The Sparrow Decision determined that Aboriginal people have the inherent right to fish for food, social, and ceremonial purposes. Natural Resources has been working collaboratively with multiple organizations throughout New Brunswick to promote environmental sustainability and stewardship. Current projects include:

**Aboriginal Fisheries Strategy:** NBAPC is continuing to participate in the Aboriginal Fisheries Strategy to provide the membership with the opportunity to harvest a variety of aquatic species for food, social, and ceremonial purposes.

**Inner Bay of Fundy Atlantic Salmon Conservation and Recovery Team:** NBAPC's natural resource program has established a partnership with the Inner Bay of Fundy (IBoF) Atlantic Salmon Conservation and Recovery Team and will assist in the establishment of strategies and policies to aid in the species' recovery. The primary goal of this team is to re-establish wild, self-sustaining populations of IBoF Atlantic Salmon. NBAPC will also provide scientific information to support the new and on-going projects of various team members.

**Saint John Watershed Management Committee:** NBAPC's natural resource program has established a partnership with the Saint John Watershed Management Committee, led by the Maliseet Nation Conservation Council. NBAPC will assist the Committee in the establishment of policies and procedures designed to promote the health, sustainability, and water quality of the St. John River and broader watershed region.

**RAVEN Project:** The RAVEN Project is exploring the use of alternative digital media in protecting and sustaining New Brunswick rural environmental areas. The goal of this project is to transform perceptions of rural New Brunswick and build support for environmental justice and sustainable rural communities. This project is being led by a multi-disciplinary team based at the University of New Brunswick in Fredericton, NB. NBAPC's natural resource manager will be working closely with the RAVEN team to share the stories and visions of our membership.

**Campbell Creek Dam Project:** NBAPC is working in collaboration with the Nashwaak Watershed Association Inc. (NWA), Atlantic Salmon Federation, Maliseet Nation Conservation Council, and Saint Mary's First Nation to remove a small-scale dam located in Marysville, NB. Before the dam may be removed, all project team members will work together to study the environmental condition of the project site to determine how to properly remediate the surrounding area upon the dam's removal.



## IMPACT STORY

### CAMPBELL CREEK DAM

Natural Resources has recently established a partnership with the Nashwaak Watershed Association Inc., Atlantic Salmon Federation, Maliseet Nation Conservation Council, and Saint Mary's First Nation. All project team members will work together to remove the Campbell Creek Dam, located in Marysville, NB. The project team has met several times to establish a tentative project timeline and will continue to work hard to ensure the project is completed on time. NBAPC is very excited to be a part of this project as the removal of the Campbell Creek Dam will help restore traditional spawning ground for the Atlantic Salmon and America Eel; two species which hold significant historical value for Aboriginal peoples.



Photo 1: Campbell Creek as seen from the Dam's headpond

"The NBAPC will be helping other academic, NGO, and First Nation partners with a project to remove a 100-year old dam on Campbell Creek in the Nashwaak Watershed. The NBAPC will bring a different perspective to the project and be able to rally their members to provide support through participating in meetings with other partners and through in field assistance. Removing the dam and returning the Campbell Creek ecosystem to a healthy state aligns with the values of the NBAPC." Jillian Hudgins, PhD., Nashwaak Watershed Association Inc.



Photo 2: The downstream side of the dilapidated Campbell Creek Dam structure.

"Together, we have built a strong team of First Nations and stakeholders to achieve the removal of Campbell Creek dam on the Nashwaak River system. The NBAPC brings vital traditional knowledge and technical expertise to this important ecosystem restoration project. After dam removal, the stream will once again function naturally and be home to important species like Atlantic salmon and American Eel that helped support local indigenous people along the Nashwaak for millennia." -Nathan Wilbur, P.Eng., Atlantic Salmon Federation.



## NBAPC Projects 2018-19

### Looking Out For Each Other: Assisting Aboriginal families and communities when an Aboriginal woman goes missing project



Looking Out For Each Other (LOFEO) is a community-driven project led by the New Brunswick Aboriginal Peoples Council (NBAPC). The primary goal of the project is to empower Aboriginal organizations to provide well supported services to families and communities of missing people. This is a collaborative project, engaging other Aboriginal organizations, community members, universities and mainstream service providers in Quebec, New Brunswick, Nova Scotia, Prince

Edward Island, and Newfoundland & Labrador.

#### Partnerships and Networks

LOFEO has an established network of partners, community advisors, stakeholders and researchers in Eastern Canada. Partnerships with other Native Councils, Friendship Centres, Aboriginal Women's organizations and Aboriginal service providers have been an important achievement for the advancement of the project. Work with legal clinics and law firms has provided the project with services to help people who are seeking legal supports. Working with the federal, provincial and municipal police services to ensure that protocols and tools are responsive to the needs of Indigenous persons and dialoguing on how to improve relationships and community trust, will hopefully lead to improved interactions when a loved one goes missing. LOFEO is working with media organizations to develop best practices and principles for improved reporting on missing and murdered Indigenous women that will be shared with journalists and journalism students in the Atlantic region. The LOFEO network of project researchers at the University of New Brunswick, Université du Québec à Montréal, St. Thomas University, and Dalhousie University provide the project with research products to support the community resources, mainstream cultural competency training, and helpline services.

#### Sharing Circles

LOFEO holds Sharing Circles for community members to provide the opportunity for people to share their stories and experiences and to identify what services and resources they need and want in order to be supported when a loved goes missing or is at risk of going missing and what can be done to make things right and promote positive change. To date, LOFEO has held Sharing Circles in Quebec, New Brunswick, Prince Edward Island, and Newfoundland & Labrador.



## I'm Listening Project



Janelle Marchand, project coordinator of the *I'm Listening* project conducted a needs assessment in response to information obtained in the preliminary stages of the Looking Out For Each Other project. The key findings indicate a need for tools at the community level to better enable Indigenous organizations to respond to the #MMIWG2S crisis. Atlantic-based Native Councils, Friendship Centres and women's organizations articulated the tools they require to support friends and families of missing and murdered Indigenous women.

Indigenous organizations said they need a helpline navigation service that is sensitive to lived realities, would operate within existing schemes, and could encourage collaborations amongst Indigenous communities in Eastern Canada. Community members shared the importance of having navigators who are trained and knowledgeable in the mainstream and Indigenous services fields to support families and friends of missing persons.

Thus, **the goal of the *I'm Listening* project was to learn from organizations on their valuable expertise in delivering effective and culturally safe services to Indigenous families and communities in order to enter a pilot stage of a twenty-four-hour helpline navigation service.** We wanted to understand what information and training is needed to better educate navigators who are assisting families and friends of MMIWG2S through systems including legal, law enforcement, cultural, mental health, housing, media, LGBTQ2SA+ support, and health.

The project interviewed individuals who are involved and worked within Indigenous communities and organizations in the province of New Brunswick. They ranged from expertise in legal aid, media support, police support, housing, medical, mental health to cultural needs. The project also reached out to organizations who were expert in delivering services to gender minorities such as the LGBTQ2SA+ community.

Participants shared their knowledge about the resources their organizations offer to the community they serve. From the information gathered, the project was able to create materials to train service navigators. Project participants also shared their understanding of the strengths in their organizations and potential gaps in service delivery. This information helped us to make recommendations for a strategic implementation plan ensure the helpline is sustainable. The asset map report has been delivered to the NB Helpline (1-883-MMI-FIND). The final report is available on the NBAPC website under LOFEO project reports. This report includes an overview of the project, methods section, findings section, recommendations section for best practice for the helpline, with references to the resource guide.



## IMPACT STORY

### **NATIONAL INQUIRY ON MISSING & MURDERED INDIGENOUS WOMEN & GIRLS**

Since 2015, the Council has worked to help find solutions to the tragedy of missing murdered Indigenous women when we approached Dr. Jula Hughes to help us to develop a forward looking strategy toward achieving better outcomes. In the summer of 2017, the Council began our communication with the National Inquiry into Missing and Murdered Indigenous Women and Girls and expressed our disappointment and concern with the decision to hold community visits and hearings in only one Atlantic province. We reminded the Commissioners of the National Inquiry that travel is geographically challenging and not only stressful in terms of financial burdens, but that it is also stressful without the presence of supportive family and community members, and therefore a barrier to participation.

Along with our sister organization, the Native Council of Nova Scotia, the Council applied for status as a Party with Standing at the hearings. At the time, we also sent a letter to the Commissioners stating that our collective current work reflects our determination to improve the lives of Indigenous women who live off reserve and that it is Native Councils who bring that particular knowledge and expertise to the table. Later that summer, it became clear through our participation as Parties with Standing that off reserve peoples and their particular circumstances was a huge gap in the Commission's approach. The Council explained to the Commission that not only should Native Councils have standing, but that we should also be called to testify as part of expert panels on policing, justice, child welfare, trafficking and so on. We communicated to the Commissioners that doing so would enable the Councils, as it will others who understand and respond to policy issues affecting our urban and rural Indigenous peoples, to bring the voice of off-reserve indigenous populations to the National Inquiry table – and help to ground dialogue in a shared understanding of the off-reserve status and non-status populations.

Throughout the National Inquiry we stated that the success of the Inquiry into MMIWG will depend on the acceptance and acknowledgement that all Indigenous peoples have a right to belong, be heard, and be involved in the decisions, practices, and policy making going forward.

In December 2018, the Council prepared two submissions to the National Inquiry: 1) an oral submission given by Interim President & Chief that focused on the role of Native Councils in bringing forward the impacts of marginalization and discriminatory practices, the historical exclusion of women and girls in policy, the hard won battles in the federal courts, the meaning of “community”, and what Native Councils bring to the table to improve outcomes in cases of missing Indigenous women and girls. The Council also provided a written submission that begins with background on who are the off-reserve and non-status and the impact of being disadvantaged peoples who by being denied the necessary material benefits to manage their affairs are vulnerable to violent victimization. The full report is available on the NBAPC website.

Overall, the Council made 46 recommendations on the following themes: inclusion of off-reserve Indigenous peoples, policing (cultural competency, case identification), media and reporting, criminal justice system, child and family services.



We called on federal and provincial governments to correct their practices of erasure of non-status and off-reserve Indigenous people and to consult with all Indigenous people including through the five national organizations and their provincial affiliates.

We called on researchers, educators and policy makers in Canada to collaborate with Native Councils and Friendship Centres to focus on off-reserve populations in research, training, service provision, and government programming and to cease perpetuating the false idea that Indigenous people only live on reserves.

We called on all Canadian settler institutions to demonstrate through sustained and vigorous efforts that they are dedicated to acknowledging and correcting systemic wrongs committed against Indigenous people.

We called on service providers to improve their knowledge base to enable informed service provision without requiring additional work by Indigenous people seeking services.

We stated many times throughout the submission that efforts to improve awareness of the history and current circumstances and contexts of Indigenous people must include a significant focus on off-reserve and non-status Indigenous people.

The New Brunswick Aboriginal Peoples Council wishes to thank the Native Council of Nova Scotia for joining us in these reports. We also wish to thank Dr. Jula Hughes, Faculty of Law, and Bronwyn Dowsett, UNB for their contributions to the National Inquiry submissions.

## IMPACT STORY

### 1-833-MMI FIND



In partnership with Gignoo Transition House, LOFEO recently established a provincial helpline for the families and communities of missing Aboriginal people in New Brunswick, the first of its kind on the East Coast. 1-833-MMI-FIND, stands for *Missing and Murdered Indigenous - Families In Need of Direction*. This is a 24-7 helpline that will serve as a support, information, and referral service system, to help families navigate the various resources that may be required when a loved one goes missing.

A press release announcing the helpline launch was sent to several media outlets, Aboriginal organizations, mainstream service providers and governmental departments in Atlantic Canada. As a kickoff to the launch of the helpline, Amanda LeBlanc, Interim President & Chief of NBAPC, and Jula Hughes, Principal Investigator of the research team, were interviewed by CBC News on the Information Morning Show in Fredericton. Since the launch, the establishment of the helpline has been promoted through numerous media mediums, including; radio, television, newspaper and social media. The LOFEO project wishes to thank Gignoo Transition House for the dedicated efforts to host such an important resource. The project also wishes to thank the NBAPC board members for their suggested name of the helpline.





## Developing Partnerships and Protocols with Governments Project

The New Brunswick Aboriginal Peoples Council and the provincial government (GNB) have met frequently but have not established a process for working together on issues that are important to the Aboriginal peoples who live off-reserve in New Brunswick. Shortly after the Daniels Decision, the Deputy Minister of Aboriginal Affairs/Director of the Aboriginal Affairs Secretariat met with the NBAPC President and Chief to discuss developing protocols for a working relationship. The NBAPC

agreed to initiate the process of setting up a “Relationship Agreement” and work plan. The project “Building Partnerships and Protocols in a Relationship Agreement Toward Improving Socio-Economic Outcomes for Off-Reserve Aboriginal Peoples” (Partnerships & Protocols/P&P) was funded from April 2017 to March 2019.

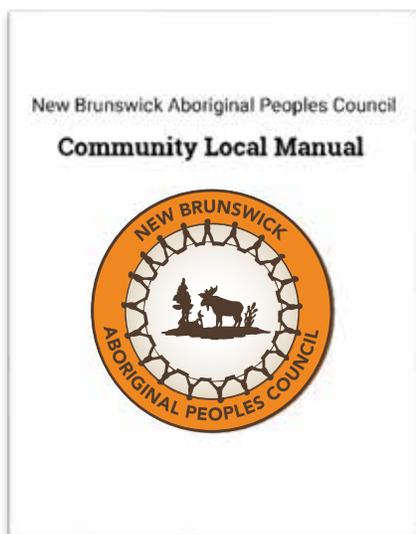
The project was designed with two parts. The first part was to develop one or more relationship agreements or memorandums of understanding with working protocols, between the NBAPC and the provincial and/or federal governments. The second part of the project was to design and pilot a sustainable needs-assessment process. The latter would be used to identify issues and challenges faced by NBAPC members.

Community consultation was a key component of the engagement strategy to inform and involve the NBAPC membership in the Agreement design. The project coordinator collected several recommendations for changes to Agreement during the community consultations. Among the recommendations that the Board later approved, was one to re-designate the Relationship Agreement as a Memorandum of Understanding (MoU). Another was to focus first on developing the MoU to establish a working relationship with the federal, rather than the provincial, government.

This shift in the engagement strategy had a direct impact on the rest of the project deliverables. While a needs assessment process was developed with the board, a full implementation was designated to a later date. An addition to the project has been the development of a catalogue of existing research about acknowledged needs and requirements that can be used to support negotiations once the MoU is in place. The final English and French versions of the MoU were completed March 20, 2019. The NBAPC has applied to the Department Indigenous and Northern Affairs Canada for funding to support moving the MoU forward in 2019-2021, once it has been approved by the membership by the 2019 annual general meeting.

The NBAPC wishes a number of individuals who contributed to the MoU development process: NBAPC members, board, and executive for their powerful contributions, Mary Milliken for coordinating the project, Roger Hunka for his insight into the development of the MoU and facilitating community consultations, Jula Hughes for applying a legal lens to the memorandum of understanding, Yolande Chiasson for simultaneous translation, and Natacha Connelly Bosse for document translation.





## Membership Matters Project

The Membership Matters project at the New Brunswick Aboriginal Peoples Council (NBAPC) is aimed at improving our ability to process membership applications.

We have created an extensive manual for our Community Locals throughout New Brunswick. This new document is aimed at the Local Membership Clerks, and outlines policy and procedures for processing membership applications to NBAPC. This will significantly reduce the likelihood of major Membership application errors and delays.

We have provided in-person training sessions based on the new Community Local Manual to all our Membership Clerks throughout New Brunswick. This training received excellent feedback from our Community Locals and Board Members who participated. Through these training sessions, we have laid out a specific process for NBAPC Membership, dealt with security and confidentiality requirements, and readied Membership Clerks to work with complex genealogical and historical documents.

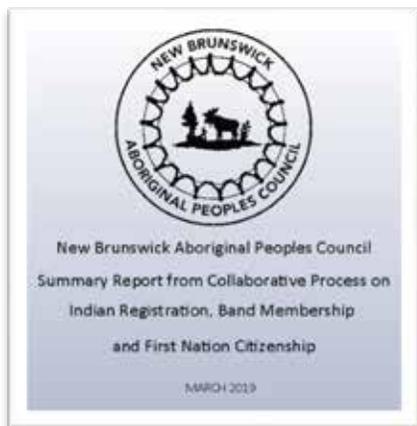
The database and software used to track our Membership has been modernized and sanitized. Systems are now in place to prevent, detect, and block erroneous entries that could cause security threats and reporting inaccuracies. Further improving our systems, we have created new tools that will allow us to generate better reports and metrics based on our Membership database.

We have digitized more than 55,000 archived Membership documents. This will allow us to safeguard our Membership's genealogical and historical documents from loss due to unforeseen circumstances. The digitization will allow the Membership Clerk to look up Member information significantly faster than before, saving time and resources.

New systems have been built to allow our Aboriginal Fisheries Strategy (AFS) department to offer fishing designations to Members without needing to consult with other departments on NBAPC Membership status. This will substantially facilitate quicker processing of AFS fishing licences.

I would like to thank the Board, Membership Committee, and Members of our Community Locals for their hard work and excellent feedback that helped make this project what it is today.





## MEMBERSHIP, REGISTRATION & FIRST NATION CITIZENSHIP

Based on the generous sharing of our members, the Council provided feedback on the Federal Government's Collaborative Process on Indian registration, Band membership and First Nation citizenship raised by Bill S-3. Funding from the CIRNAC, enabled us to consult with members in each Zone and the Youth Council. The Council wishes to thank the members who participated and shared their rich yet heartfelt experiences. The

first theme focused on the 1951 cut-off from the Indian Act. Members at every session supported the immediate removal of the 1951 and shared a commitment to their own chosen representative organization as an equal stakeholder in decisions that impact them. With a focus on moving the control over the administration of entitlements to the Council. The second theme focused on remaining inequities in the Indian Act. Members recommended the removal of the second-generation cut-off and permitting ancestry through a single line. Members spoke of the need to address the decisions of ancestors to not impact current identity. Members identified continued family status discrimination within the C-31 process. They also insisted that the unfairness within the General List be addressed. Members were adamant that if the Indian Act were to remain that it must be brought in line with the Canadian Human Rights Act. The third theme focused on who has responsibility for determining membership and/or citizenship. All members agreed that bands should not have exclusive responsibility for determining membership, registration, or status, particularly for the population that resides off reserve. Many spoke about their experiences of exclusion and the need for a community that represents their interests and administers their own membership process. Members made suggested how the current application process may move forward with a larger membership application process, both within a more centralized fashion and at the local level. In terms of a new process, members recommended the creation of a national-level working group comprised of different levels of government, Native Councils, bands, Native Women's Associations with a mandate to develop a central, unified, stable set of membership criteria and a new regime for registration. To meet all of foreseeable demands as a result of improved changes, members recommended greater funding. The NBAPC wishes to also thank all of those involved in bringing the consultation and report to realization: Jula Hughes, Mary Milliken, Karen McGill, Yolande Chiasson, Mary Louise Palmater, Freda Harper, Dorothy Hamilton, Gilbert Chiasson, Gary Gould, Zone Directors, NBAPC Youth Council, Board, and NBAPC Members.



# NBAPC Special Initiatives

## Education Assistance Program

Each year, the New Brunswick Aboriginal Peoples Council empowers and supports individual members and families who are investing into their education and offers education assistance through awards, bursaries and scholarships. In 2018, we disbursed 21 awards and \$14,463.00.

**Education Assistance Award:** Intended for the purchase of clothing, books and other relevant items necessary to further their education. Maximum of \$200 per child (1 award)

**Post-Secondary Intersession/Summer Session Award:** Intended to cover tuition fees. (1 award)

**Honours Award:** Intended for individuals who have completed grade 11 or 12 with a grade average of 75% for the school year. (1 award)

**Leadership Award:** Intended for children in Grades 6-12 who have shown leadership. (1 award)

**Achievement Certificate:** Intended for members/parents of members of children who have successfully completed kindergarten to grade 9 inclusive. (2 certificates)

**Mildred Nash Award:** Intended for those who have completed high school with a GPA 85% / GPA 3.5 or higher. (5 awards)

**Bursary:** Intended for members who are in post-secondary institution on a full-time basis. (10 awards)

**Adult Education Award:** Intended for adults who are enrolled in an Adult Education course to assist in the cost of tuition and books.

**Award of Excellence:** Intended for applicants who graduated within the previous 12 months from university or technical (trade or business) school.

New awards will be available in 2019 including the Nelson Palmater Award. Please visit <https://nbapc.org/programs-and-services/education-assistance/> to apply.



# Resources & Financial Management

<b>NEW BRUNSWICK ABORIGINAL PEOPLES COUNCIL INC.</b>		
<b>Statements of Revenue and Expenditures - Operations</b>		
<b>For the Years Ended March 31</b>	<b>2018</b>	<b>2017</b>
<b>BASIC ORGANIZATIONAL CAPACITY</b>		
<b>Revenue</b>		
Indigenous and Northern Affairs Canada	<u>\$ 277,286</u>	<u>\$ 277,286</u>
<b>Expenditures</b>		
Salaries		
Chief / President	45,459	49,292
Director of Administration	45,173	43,260
Financial Officer	46,611	42,410
Membership Clerk	33,315	-
Communications Officer	33,908	46,732
Employee benefits	16,340	17,711
Travel	21,191	18,445
Meetings		
Board of Directors	4,632	6,549
Annual General Meeting	5,234	30,000
Administration		
Rent	5,000	9,000
Telephone	4,031	4,040
Supplies	7,537	6,267
Postage and courier	500	500
Professional fees	2,590	3,000
Malimic newsletter	5,765	80
	<u>277,286</u>	<u>277,286</u>
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	<u>\$ -</u>	<u>\$ -</u>
<b>ABORIGINAL FISHERIES STRATEGY</b>		
<b>Revenue</b>		
Fisheries and Oceans Canada	<u>\$ 66,300</u>	<u>\$ 135,300</u>
<b>Expenditures</b>		
Education and Awareness		
Communication	6,700	5,115
Fisheries Related Community Meetings		
Travel	8,000	7,127
Maintaining an Aboriginal Fishing Authority		
Salaries and benefits		
Wages and benefits	33,000	86,886
Other related costs	-	9,664
Office Operations		
Rent	9,000	9,000
Office equipment and supplies	-	978
Financial audit	3,000	3,000
Administration	6,600	13,530
	<u>66,300</u>	<u>135,300</u>
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	<u>\$ -</u>	<u>\$ -</u>

## NEW BRUNSWICK ABORIGINAL PEOPLES COUNCIL INC.

## Statements of Revenue and Expenditures - Operations

For the Years Ended March 31	2018	2017
<b>NBAPCI OPERATIONS</b>		
<b>Revenue</b>		
Internal administrative charges to programs	\$ 52,635	\$ 37,814
External administrative charges to programs	20,351	26,173
Aboriginal Seafood Network allocation	40,055	32,866
Rental income	55,240	57,010
Membership fees	1,026	1,806
Miscellaneous revenue	1,597	2,162
Interest income	34	16
	<u>170,938</u>	<u>157,847</u>
<b>Expenditures</b>		
Professional fees	23,923	9,463
Honoraria	10,850	6,000
Board meetings/AGM	39,282	11,182
Travel	18,290	4,230
Property tax	13,350	12,998
Building and property maintenance	12,184	10,403
Electricity	5,663	5,198
Insurance	4,773	2,324
Custodian	6,500	3,450
Telephone	3,678	3,814
Operating supplies and postage	13,293	10,804
Bank charges	2,895	2,033
Advertising	269	5,023
Mailmic Newsletter	1,805	-
Salaries and benefits	8,898	-
	<u>165,653</u>	<u>86,922</u>
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	<b>\$ 5,285</b>	<b>\$ 70,925</b>

**NEW BRUNSWICK ABORIGINAL PEOPLES COUNCIL INC.**  
**ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY**

**Statement of Operations**

<b>For the Years Ended March 31</b>	<b>2018</b>	<b>2017</b>
<b>REVENUE</b>		
Province of NB - Employment Assistance Service Grant	\$ 241,452	\$ 245,507
Government of Canada - Consolidated Revenue Fund	230,345	164,665
Government of Canada - Employment Insurance Part II Fund	122,593	133,923
Congress of Aboriginal Peoples - Labour Market Development Agreement	133,204	128,353
Government of Canada- Communities at Risk Program	-	28,467
Miscellaneous Revenue	-	275
	<u>727,594</u>	<u>701,190</u>
<b>EXPENDITURES</b>		
Employee Assistance Service Grant		
Wages and benefits		
Manager	60,513	61,669
Counsellors	105,521	113,087
Administrative assistant	42,709	43,530
Benefits	18,856	21,902
Service delivery costs	-	5,318
	<u>227,599</u>	<u>245,506</u>
Administration		
Rent	14,600	14,600
Service delivery costs	9,251	9,075
Travel	3,965	4,136
Office and supplies	11,839	10,221
	<u>39,655</u>	<u>38,032</u>
Consolidated Revenue Fund		
Wages subsidies	24,578	17,357
Institutional and training costs	18,442	12,103
Youth programs	136,460	105,098
	<u>179,480</u>	<u>134,558</u>
Employment Insurance Part II Fund		
Client living allowance	5,246	19,332
Training and tuition	78,802	71,014
Special needs	20,779	18,183
Wage Subsidies	-	7,639
	<u>104,827</u>	<u>116,168</u>
Capacity Building Fund		
Staff training and skills development	20,734	11,933



**NEW BRUNSWICK ABORIGINAL PEOPLES COUNCIL INC.**  
**ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY**

**Statement of Operations**

<b>For the Years Ended March 31</b>	<b>2018</b>	<b>2017</b>
Labour Market Development Fund		
Youth Programs	\$ 80,906	\$ 70,000
Wage Subsidy	10,847	18,442
Tuition	30,804	29,067
Training	3,426	1,955
Books and fees	7,271	2,889
Service delivery costs	6,000	6,000
	<u>139,254</u>	<u>128,353</u>
Communities at Risk Program		
Wages	-	6,724
Supplies	-	5,270
Administration and other expenses	-	14,766
	<u>-</u>	<u>26,760</u>
	<u>711,549</u>	<u>701,310</u>
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>		
<b>(EXPENDITURES OVER REVENUE)</b>	<b>\$ 16,045</b>	<b>\$ (120)</b>





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