



CHURCHILL REGION ECONOMIC DEVELOPMENT FUND (CRED)

Stage One Application

Churchill Region Economic Development Fund
c/o Community Futures Manitoba
559-167 Lombard Avenue
Winnipeg, Manitoba R3B 0V3
Tel: 204-975-0747
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Application Process

CRED funding is available for strategic investments in economic development projects that promote sustainable local economic growth and create employment and business opportunities in the Churchill and northern region by building on existing assets to support economic diversification beyond the existing tourism and port assets. CRED can be accessed by **Community, For-Profit, and Not-For-Profit Applicants**.

In the CRED Guidelines, Community/Not-For-Profit Applicants can include:

- Municipal or local governments
- Post-Secondary institutions
- Not-For-Profit organizations
- First Nations and Indigenous communities and organizations

Applicants must read the CRED Application Guidelines and will need to refer to these guidelines when completing the Stage One Application and the Full Application.

The CRED Fund has a two-stage application process. Applicants are encouraged to work with staff from the Churchill Region Economic Development Fund and their local Community Futures organization in developing both their Stage One and Full Application:

- (1) Applicants will discuss their project with CRED staff and submit the **Stage One Application** containing a cover sheet, narrative and budget.

Information from the Stage One application will assist CRED staff in providing feedback to project applicants on whether the concept is eligible. All Stage One applications will be presented to the CRED Management Committee (CMC) for feedback and/or approval.

Medium-Term (1-2 years) and Long-Term (2-5 years) Project Applicants may then be asked to provide further information during Stage Two:

- (2) **Full Application**, which includes:

- Organization's information
- Project details
- Description of how the region has been enhanced as a result of the project
- Project funding budget including supporting documentation
- Projected deliverables
- Indication of community support
- Confidentiality, consent and certification agreement (for each partner)

When the Full Application is complete it will be reviewed and then presented by staff to the CRED Management Committee.

Applications will be accepted on an on-going basis beginning December 15, 2016. All project activities must be completed by March 31, 2021. Applicants are encouraged to apply as soon as possible.

Application Process

Suggestions to all applicants:

- CRED priority:** The CRED Fund will give priority to projects which are multi-community in nature and benefit the Churchill and northern region which is defined as the Town of Churchill and the area served by Community Futures Cedar Lake Region, Community Futures Greenstone, Community Futures Kitayan, Community Futures North Central Development, and Community Futures Northwest. To allow for flexibility, the Fund will also support projects that promote business activity in Kivalliq and the west coast of Hudson Bay if they strengthen the regions' economic activity across northern Manitoba.
- Partnerships:** The CRED Fund encourages the creation of regional partnerships. The extent of involvement and commitment of all partners involved in the project will be considered.
- Cost sharing:** The more each partner contributes to the project, the stronger their commitment to complete the project and the stronger the application becomes.
- Incremental activity:** The project must be incremental to ongoing activities of the organization.
- Innovative projects:** Priority will be given to projects that are innovative, involving new approaches, technologies, processes or products.
- Measurable outcomes:** The applicant must be specific about how the project fits with the priorities and objectives of the CRED. Make sure the results of your project are measurable and that you have included information on how you will measure the short and long-term impacts of your project. Demonstrate how the project will enhance the Churchill Region (e.g. investment in the region, jobs created by development activities, # employees bridged to EI, community development plans implemented, new products and services available in the region, etc.).

Make sure the outcomes are SMART:

Specific – Measurable – Achievable – Realistic – Time bound

Any questions? Please contact the **Churchill Region Economic Development Fund Staff** at (204) 975-0747 or your local **Community Futures organization** toll-free 1-888-303-2232.

Stage One Application Cover Sheet

Title of Project: Mitik 299 Not-for-Profit for Sawmill and Housing Building Trades in Wasagamack First Nation: Providing a Pathway to End the Housing Crisis in First Nation communities.		Project Start Date: January 28, 2019	
Name of Project Contact: Ernie Harper			
Position: Coordinator of Employment and Training			
Organization: Mitik 299 Corp c/o Wasagamack First Nation office			
Street Address: Wasagamack First Nation GENERAL DELIVERY, WASAGAMACK, MB R0B 1Z0.			
City/Town: Wasagamack First Nation		Community Futures Region: Churchill	
Province: MB		Postal Code: R0B 1Z0	
Telephone: (204) 457-2343 (Band office) (204) 290-7571 (cell for Ernie Harper)		Fax: (204) 457-2255	
E-mail: h31n73@gmail.com			
Potential Partners:			
Contact Names	Organization Name	Phone Number	E-Mail
1. Shirley Thompson	Mino Bimaadiziwin Partnership University of Manitoba	(204)291-8413	s.thompson@umanitoba.ca
2. Laurel Gardiner	Indigenous Development Support Services	(204)981-3964	laurel.gardiner@outlook.com
3. Jay Cowan	Anokiiwin Training Institute	(204) 705-9811	jcowan@anokiiwin.com
4. Lancelot Coar	University of Manitoba	(204) 803-6098	lancelot.coar@umanitoba.ca
5. Shauna Mallory-Hill	University of Manitoba	(204) 474-7442	s.mallory-hill@umanitoba.ca
6. Eric Bjornson	Sundial Building Performance	(204) 999-5538	sundialbc.ca
7. Norman Wood	Island Lake Tribal Council	(204) 982-3300 (204) 805-2810	Vincenimwood@gmail.com

CONFIDENTIALITY

Applications and supporting material submitted to the Churchill Region Economic Development Fund will be subject to the *Access to Information Act* and the *Privacy Act*. Any information submitted in confidence should be clearly marked "CONFIDENTIAL" by the applicant. Inquiries about confidentiality should be directed to the Churchill Region Economic Development Fund Project Coordinator at (204) 975-0747.

DECLARATION

The organization agrees information provided will be disclosed to third parties for purposes of assessing the Stage One application for funding. All parties that this information is provided to are required to sign a confidentiality agreement and will therefore maintain the confidentiality of this document and its contents.

CERTIFICATION

By submitting this application, the lead applicant hereby certifies that the application and supporting documentation are true and complete in all respects.

Project Contact Name (please print):

Ernie Harper

Position:

Employment & Training Coord.

Signature:



Date:

Jan. 17/19

Stage One Application

Narrative

Applicants are required to complete the narrative section of the Stage One application and are encouraged to attach additional information as it relates to the application, but should be limited to a maximum of 2 pages.

1) Overview/Background: Give a brief overview of the project and how it came about.

A sizeable investment in a labour force of 20 workers started in October 2018 with a 15-month course that trains Wasagamack workers in a holistic course, called Boreal Home Builders that will go until end of December 2019. Boreal Home Builders covers every part of a housing/logging operation to equip people to manage and maintain a sawmill and run a housing corporation. The training includes job readiness, forestry management, logging, maintaining small motors (chainsaws, forestry, sawmilling, carpentry, plumbing and house building for 15 months in 2018-2019, ending in December 2019. Although a small sawmill has been operating in the community for years the addition of a building and a business model for using lumber and wood in housing and incorporation is needed to grow this into a sustainable housing and trades training corporation able to meet the needs for training in trades, housing and employment.

By the sawmill expanding to incorporate a housing construction business and purchasing equipment, such as a grapple skidder, that it now rents Mitik 299 Corp is expected to provide an excellent return on investment (ROI) and be prepared to make money the first year after receiving your grant start-up funds. Mitik 299 Corp has many in-kind (\$360,000) and cash (937,000) contributions for this proposal amounting to a \$1,297,000 investment by Wasagamack First Nation, University of Manitoba and others -- the Community Futures Inc ask is approximately 30% of the total investment at \$226,275. Earnings are positive after less than one year due to many positive supports this business has to make it a model of success in the first few years, being part of a partnership grant for educational programming called Mino Bimaadiziwin Partnership. The contributions include a sawmill, a \$250,000 cash contribution for 2019 training allowance investment (and 2020 to 2023 training allowances of slightly less at \$150,000 to 200,000) from Mino Bimaadiziwin Partnership (funding available for students only) with University of Manitoba (UofM), Indigenous Support Services (Boreal Home Builders) and a commitment to build two houses in 2019 with CMHC funding. These commitments are all itemized in the Memorandum of Understanding attached and also many letters of support to show the long-term commitment from key partners to this business. As well, the timber permit #63668 for crown land nearby the reserve, which is considered the best wood in the province for housing being old growth and sizeable, have been granted and the fees waived and this documentation is attached. Finally, there is a letter from Indigenous Services Canada stating that UofM training allowances will not cancel out Welfare and EI but be in addition to these. As many of our students on welfare have large families of 1 to 6 dependents this adds an estimated \$300,000 cash going to assist funding the students for 2019.

The need: end the housing shortage in Wasagamack and show an alternative.

The poor condition and shortage of housing is causing a crisis in First Nations (FNs) across Canada but particularly in the FN reserves of Island Lake, Manitoba. James Anaya, Special Rapporteur on the Rights of Indigenous Peoples, reported in July 2014 that housing in Canada's Indigenous communities "has reached a crisis level" (Anaya cited in The Interim Report of the SCAP, 2015, p. 5). Many homes on reserves are in substandard condition, requiring major

renovations or replacement to meet standards. Chief David McDougall from Island Lake calls the housing situation a “ticking time bomb” with 1500 houses on the waiting list for the cluster of four reserves, including Wasagamack FN. The Chief documented 23 people living in a two-bedroom home where “they had to take turns sleeping” (Puxley, 2016).

Wasagamack’s challenges stem from the difficulties of being a fly-in northern community, which makes non-local materials difficult to transport on winter ice roads and the semi-continuous permafrost causes foundations to shift and walls to crack (SCAP, 2015). As well, CMHC rules do not provide mortgages for First Nations in third party, which Wasagamack was until recently only becoming eligible for CMHC funding in 2018 to present, being out of third party for three years. The shortage of livable housing units has resulted in overcrowding and homelessness. Most homes are in need of significant repairs and may not meet current building code requirements, resulting in unsafe and/or unhealthy conditions. The percent of houses needing major repair tip the scale at 83%; this housing crisis results in an average of 5 people in each house (Statistics Canada, 2017) but, in some cases, as many as 23. The Royal Commission on Aboriginal Peoples (RCAP) states:

Injection of capital and the integration of housing objectives with other social and economic activities in Aboriginal communities will create a synergistic effect, making housing a source of community healing and economic renewal (Canada Royal Commission on Aboriginal Peoples, 1996c, p. 341).

Negative health impacts result from the high incidence of mold growth exists in “the dilapidated housing that characterizes much of the shelter available to the Indigenous people of Canada” (Optis, Shaw, Stephenson and Wild, 2012, p. 14). As well, inadequacies and overcrowding of on-reserve housing are linked to higher incidence rates of: hepatitis (Jin and Martin, 2003), acute rheumatic fever (Gordon et al., 2015), asthma (IHC, 2003) and tuberculosis (Clark and Ribben, 2000; Clark et al., 2002; Lancombe et al., 2011 Smeja and Brassard, 2000). Tuberculosis, a major public health problem for Canadian FN communities, is nine times more prevalent in these communities than in Canada as a whole (IHC, 2003).

The shortage of on-reserve housing causes migration to larger urban centres and exacerbates young women’s and girls’ vulnerability to sex trade work and trafficking, particularly since affordable housing in urban centres to people without a rental history is difficult to access (Beavis, Klos, Carter and Douchant, 1997; Collins, 2010; Geisler and George, 2006; Peters and Robillard, 2009; Westerfelt and Yellow Bird, 1999; Zerger, 2014). Some people with inadequate on-reserve shelter have ended up homeless in Winnipeg and other cities (Brandon and Peters, 2015, p. 7). By linking the social and health impacts of the housing crisis on reserves this company will raise awareness about FN housing and share solutions.

2) Priorities: Indicate which industry sector(s) and/or community needs the project will impact:

Forestry industry

Forests are a major source of wealth for Canadians, providing a wide range of economic, social and environmental benefits. In 2013, production in the forest sector contributed \$19.8 billion—or 1.25%—to Canada’s real (GDP). In a global context, Canada has the world’s largest forest product trade balance—C\$19.3 billion (2013)—a position it has held for as long as trustworthy trade statistics have been compiled. While other countries may produce more of one product or another, no nation derives more net benefit from trade in forest products than Canada, and the

gap between Canada and the second (Statistics Canada, 2012). This is a mature industry, and the expected future growth rate is expected to mirror that of the general population and economic growth. One of the strong points about this industry is that market agents operate with a strong degree of economic stability as people will continue to require lumber for a number of purposes.

Housing industry statistics

For ten years no housing was built in Wasagamack due to third party restrictions not allowing for CMHC, until 2018 when they again got CMHC funding. This past problem of having no access to any mortgage (no bank or government mortgagor), due to government policies and the reserve considered crown land by banks rather than individual or band property, has resulted in a housing crisis with many houses needing to be built and repaired. Statistics Canada (2016) reports 285 residences and 245 of those residences were reported to need major repairs.

Wasagamack lacks skilled tradespeople in their community to meet the needs of the multi-year infrastructure project and to deal with a severe housing crisis. A short film documents Wasagamack's Housing Crisis at <https://www.youtube.com/watch?v=bgySkmyho1U> and its impacts in health, safety, overcrowding and homelessness.

Many multi-year large infrastructure projects are scheduled to occur in the Wasagamack community this decade. The community needs to build capacity to source locally the skilled tradespeople needed for the major projects in Wasagamack First Nation community. These multi-year projects are occurring in 2019 and will continue for the next decade including:

- 12 housing units (6 duplexes in 2019),
- sewer plant build (starting 2018)
- a secondary school (starting 2020),
- 26 teacheridges (starting 2020)
- 4 Section 95 CMHC mortgaged houses for 2019 and this number or more is expected each year
- Residential Rehabilitation Assistance Program (RRAP) for repairing the 245/280 houses needing major repairs (Statistics Canada, 2016).
- Motel.

Housing construction industry is strong and trades are needed in the community.

There is an absence of local skilled tradespeople in Wasagamack and in the larger community of Island Lake so that contractors are bringing in their own workers. There is also an absence of skills training in the community until recently with the 15 month Boreal Home Builders program, which is a fly-in community that lacks an airport.

Few skilled trades workers are available at Wasagamack with Red Seal or at any apprenticeship level. Most skilled trades workers at Wasagamack are near retirement and most designated trainers skill set is antiquated and has not been updated to consider the latest building codes and technology available (Daniels, 2017). There is a need to update antiquated skills of train-the trainers (designated trainers and project managers/foreman) to result in good quality of housing and infrastructure (Daniels, 2017).

It is reported that the same bad design of housing has been built on reserves since the 1980s although these designs are not durable and sustainable, resulting in mould and high heating bills (Sharp, 2017). An updating of skills and training and housing designs are needed to allow apprentices to learn the latest approaches and learn the national building code.

Of the total workforce (825 people 15 years of age and over) 645 people were not working with only 23.6% participation rate (Statistics Canada, 2016). Employment of young adults is reported to be even lower in Island Lake according to a recent survey in Island Lake of more than four hundred youth showing more than 85% unemployment for ages between 15 and 30 years old.

NOTE: Wasagamack received CMHC funding last year and is no longer in 3rd party. It has been out for a number of years and got housing funding for 2019 which will be used to build 2 houses with Boreal Home Builders and has already started its CMHC application for 2020.

3) Benefits/Outcomes: Summarize the benefits which you anticipate this project will bring to the Churchill and/or northern region. (i.e.: investment in the region, jobs created by development activities, # of employees bridged to EI, community development plans implemented, new products and services available in the region etc.)

Better Housing:

Mitik 299 Corp will allow local people to benefit from better housing, jobs and capital generation in the community. The plan is to build next generation sustainable homes that may have some modular aspects to be built within the large steel sawmill/housing building – so that the housing industry can work full year. Some housing designs have been developed that are culturally appropriate, with Sundial Passive Solar Inc and with the architects, Lancelot Coar and Shauna Mallory-Hill with Indigenous Development Support Services. These are affordable under CMHC funding rules with considerable savings from the \$220,000/home (with appliances and furniture and expensive foundations) with local wood materials. The savings from using local materials and a training program to log, saw and bill will go back to fund programming to train in 2020 the loggers, sawyers, construction workers and build the business (5 to 10% will be going towards business upgrades of equipment, building and designs and for contingencies, such as repairs and oil).

Better Lumber:

Wasagamack First Nation territory has excellent timber resources, which are needed to provide lumber for local housing. The wood when brought up by winter road is often warped and is not sufficient quality to withstand the harsh winters. These wood shipments are also very high cost due to high shipment costs to bring up large volumes on winter roads (\$8000 per container). However, most of Wasagamack's vast ancestral territory is covered by old growth forests of good size, which is considered the finest quality of wood for housing and furniture. The community is surrounded by forest, which means resources are nearby, reducing transportation costs. Local trained labour funded, through employment training and Mino Bimaadiziwin partnership, will reduce labour costs. With a timber permit #63668 already granted by Manitoba Sustainable Development already granted to harvest the provincial forest near to Wasagamack on all the nearby islands, winter road and on the reserve Mitik 299 Corp will be able to log the local forest and not have to ship wood products up on winter roads. As a result, there will be considerable savings to building homes. As well, this housing company will provide a better more sustainable product by designing to the cold climate and employing local people with the help of architects and engineers from the University of Manitoba. The Mitik 299 Corp also has the capacity and skills to provide wood products that are highly marketable (panelling, siding, lumber, tables, bedframes, chairs, counters, etc.).

Employment Positions will Result:

Mitik 299 Corp will employ between 12 to 20 people from Wasagamack for continued employment and training with the Corp through apprenticeship and a 4 year training program to ensure Red Seals with funding from Mino Bimaadiziwin for the duration of the apprenticeships started in 2018. The Corp will also enhance two jobs from part-time to full-time. This Corp will:

- Identify and develop strategies to maximize trainee benefits related to emerging opportunities and high demand occupations in Wasagamack to allow local people to compete for jobs on big multi-year construction work to build the school and teacheridges and water and sewer plants;
- The carpentry education and apprenticeship training will address human resource issues related to training required for new hires and low skill in existing workers; and
- Better uptake of employment by the construction companies on School and Sewage treatment plant.
- Net increase in workforce working on local projects should occur.
- Individuals will move from “unemployed” to “employed” as they fill construction jobs in this Corp. or on the big projects coming into the communities.
- New employees will have required carpentry skills for new trades positions and apprenticeship positions.
- Increased access to participation in labour market training through apprenticeship in future years which is guaranteed to Corp by Wasagamack First Nation for their housing program.
- Increased skill levels.
- Participants will obtain credentials and occupational certification with ATI college level course.
- Increased earnings through higher skilled employment.
- Decreased skill shortages in Manitoba

Labour Market Matching

- Labour market opportunities at Wasagamack identified as needing skilled carpenters and other trades as Wasagamack is without a Red Seal Electrician or plumber and has only one Red Seal carpenter.
- Increase in an individual’s skills in areas of identified trades shortages in local labour market

Employment training centre will facilitate Community Training success

All students are getting micro-credentials as well as a postsecondary certificate for 15 month Boreal Home. See the video of this programming at <https://youtu.be/nW84gdC6-lk> with the students at Wasagamack and Garden Hill participating in a design workshop. Building post-secondary program ad be trained to challenge the level 1 test with practice questions and teachings. Wasagamack needs community-based training, which is well documented in the video at <https://www.youtube.com/watch?v=SC0NswCF4BE>. Research in Island Lake in 2016 regarding post-secondary education in Wasagamack found that most youth wanted to stay in the community for education. A recent workshop in the communities of Wasagamack and Garden Hill First Nation with First Nation youth showed 18 out of 20 wanted to stay in the community to go to college or university due to their fear of racism in the city and family connections. Community education is more promising for success than training outside of the community as only 1 in 20 students are successful when they go outside of the community for training.

Being on the outskirts of Canadian mainstream society places Indigenous students at higher risk of multiple oppressions and not fitting in, which result in poor school outcomes. Indigenous pride and strength in identity is essential for student success (Burk, 2007; Lee, 2009) and dramatically increases one's sense of belonging (St. Denis, 2007). University and college pulls them out of their communities even though they want to remain in their community, which is similar to their parents and grandparents had to attend residential school. In addition to adjusting to culture shock, Indigenous students must cope with loneliness: "the greatest factor affecting student boarders who drop out is simple homesickness. Not only do they pine for family and friends, they also long for their accustomed food and lifestyle". They often lack the social supports in the city to assist them. And financial supports are very limited. Students pursuing trades have only very limited economic supports to do so through band funding. The stipend they receive from the band is only \$770 per month to cover food, transportation and housing and books, which puts them at risk of failure (Olsen Harper and Thompson, 2016). This meager funding makes it difficult to make ends meet.

Wasagamack First Nation mature and regular secondary education are graduating more people than ever with 38 graduating in 2016, who then want to pursue post-secondary education in their community. Community post-secondary programs could reduce the education achievement gap that extends to post-secondary certificates, diplomas or degrees with only 23% of Indigenous people attaining these compared to 40% of mainstream Canada (Frideres & Gadacz, 2011; Richards, 2014; Statistics Canada, 2011). While 65% of non-Aboriginal people have post-secondary qualifications, 45% of First Nations people have postsecondary qualifications with: 13% having trades certificate; 19% having college diploma; and 9% having a university degree (Statistics Canada, 2011). A formal education is increasingly important for employment and quality of life (Champagne, 2015; Sharpe, Arsenault, Lepointe & Cowan, 2009; Wakefield, Sage, Coy & Palmer, 2004).

The "Next Seven Generations" concept emphasizes that appropriate and relevant teaching today will positively impact the next seven generations (Pidgeon, Munoz, Kirkness and Archibald, 2013; LaDuke, 1999). Traditionally, transmission through culture had always been the conduit by which sustainable livelihoods, resilience, well-being, language, harvesting, spirituality and parenting of Indigenous peoples was continuously generated and re-created. HeavyRunner and Morris (1997) observe that when cultural values are cherished, taught, and nurtured, youth develop natural resilience, which then becomes foundational for healthy and self-respecting cultural identities. Indigenous language, respect, caring and holism are integral to Indigenous knowledge systems (Ballard, 2012; Flavier, 1995; Warren, 1991).

Instruction in local dialects is known to be extremely effective in meeting educational goals and objectives (Gillies and Battiste, 2013; McCarty and Lee, 2014; Mari, Blum and Teufel-Shone, 2010). The 2014 First Nations, Inuit and Metis Essential Skills Inventory Project identified five beneficial practices, namely: 1) working with/in the community; 2) learner-centered, holistic approaches; 3) Indigenous learning principles, 4) employer involvement to provide workplace experience, and 5) control and ownership (Canadian Career Development Foundation, 2014). Much can be done to implement these five best practices in Wasagamack in carpentry level 1 and apprenticeship. The 13 Principles on Indigenous Education (Universities of Canada, 2015) recognize the need for greater indigenization of university curricula and leadership, as well as promoting dialogue and intercultural engagement.

4) Project Activities: Identify the project's activities and indicate how your activities will support economic diversification; business development; job creation; local economic growth; and/or support the development and implementation of targeted strategies to attract and retain workers, entrepreneurs, residents and visitors, and investment to the region.

In summary the project activities are:

- Build every year 2 to 6 houses quality, culturally appropriate model of housing with local lumber per year with 2 arranged for the first year in 2019 to be finished in November 2019 with local wood.
- Develop products to sell including panelling, siding, furniture and curly wood insulation (or wood fibre insulation).
- Train 12 to 20 trainees per year at this employment training centre people if Community futures will fund start up. Trainees will receive a post-secondary credentials from ATI (certificates and potentially diploma) and potentially receive their levels of apprenticeship with student's training allowances funded by Mino Bimaadiziwin for 4 years.
- Employ 10 workers to build houses and cut logs and enhance two workers from part-time to full-time.
- Offer a service to community to provide logs piece meal to ensure all people have livelihoods.
- Share business plan and education programming model and curriculum with other communities as well as building designs and funding formula.

Every year the community will be applying for the maximum in CMHC mortgages which is at least five or six CMHC (Canada Mortgage and housing corporation) homes for which they are eligible, in addition to the many current approved infrastructures that this grant wants to capitalize on. Further to the five or six CMHC houses every year, funding for infrastructures include six duplexes, 18 teacherages, motel, secondary school, sewage treatment plant and old age home. The plan is that the housing corporation will be the recipient of the housing and other infrastructure funding to build many of these items using local wood (panelling, siding, frames, flooring, curly wood insulation) to allow for further community development and capital generation in the community. As well, increasingly people are interested in building their own homes, which this industry will support. This supports economic diversification, business development; job creation; local economic growth; and/or support the development

Mitik 299 Corp will employ between 12 to 20 people from Wasagamack, that will generate the production of timber frame houses, secondary wood products (furniture, insulation of curly wood and wood chips, etc.) and log homes, displacing the current imports of wood materials, trim and wood panels and eventually local curly local insulation to replace imports of these materials. Rather than ready-to-move houses brought in from down south all houses and materials will be constructed in the community. Products of the sawmill and housing construction business will include:

- Production of high quality stick wall, timber frame and log houses
- Secondary wood product manufacturing (furniture, insulation of curly wood and wood chips, trim, wood siding, panelling, countertops, doors, etc.)
- Displacement of current imports of wood materials

This provides economic diversification; business development; job creation; local economic growth; and/or support the development and will retain workers through quality jobs and quality training. Visitors including 15 architecture students for 6 weeks will come to the area, which will

provide tourist dollars, and assist with creating culturally appropriate designs.

WISE project from University of Toronto is doing a 3 year cohort study of at-risk youth with Dr. Thompson to analyze the barriers to employment of the people in this training program and also follow them over three years to see the impact this training and corporation have on their social, economic and health status. This allows SMART monitoring. Also, Mitik 299 Corp will monitor statistics and the social impact by tracking the following:

- i. Financing and accounting
- i. Volume of logs and lumbers
- i. Sales of different products (number and selling point).
- 7. Attendance and grades and certificates of trainees.
- 7. Payroll as a result of project.
- i. Housing bills for cost of house from lumber.
- i. Housing designs differences and the impact on energy bills and comfort through surveys and electronic detectors of moisture and temperature in the house.

We will also develop a film to profile how Mitik 299 was done and record for other communities to show the success and provide building blocks to other communities to get them started.

2. Company Description

Mitik 299 Corp is in the initial stages of being an incorporated Aboriginal not-for-profit enterprise. With a board of directors established and signed on (Chief Gary Knott, CEO Virginia Harper, Employment and Training Coordinator – Ernie Harper, Housing Manager – Ronald Harper, Economic Development – Luke Harper) and a great advisory team (see letters of support from Dr. Thompson, Dr. Shauna Mallory Hill, Professor Lancelot Coar, Laurel Gardiner). Mitik 299 Corp will increase the capacity of Wasagamack and other Indigenous communities to take advantage of the future opportunities for First Nation housing, forestry and wood product sectors. Federal announcements of funding for innovative housing to solve the First Nation housing crisis hold great promise and this company can meet this need and provide a model for an incorporated sawmill and housing construction business.

2.1 Mission Statement

By meeting the needs of Wasagamack First Nation and other northern and First Nation communities for quality lumber and housing, Mitik 299 Corp will inject capital and integrate housing objectives with other social and economic activities to make housing a source of community healing and economic renewal in Wasagamack First Nation and provide a model for other First Nation communities.

**5) Proposed Project Start Date: January 28, 2019 End Date: FOR FUNDING
JANUARY 2020 BUT THIS IS AN ONGOING PROJECT**

Stage One Application

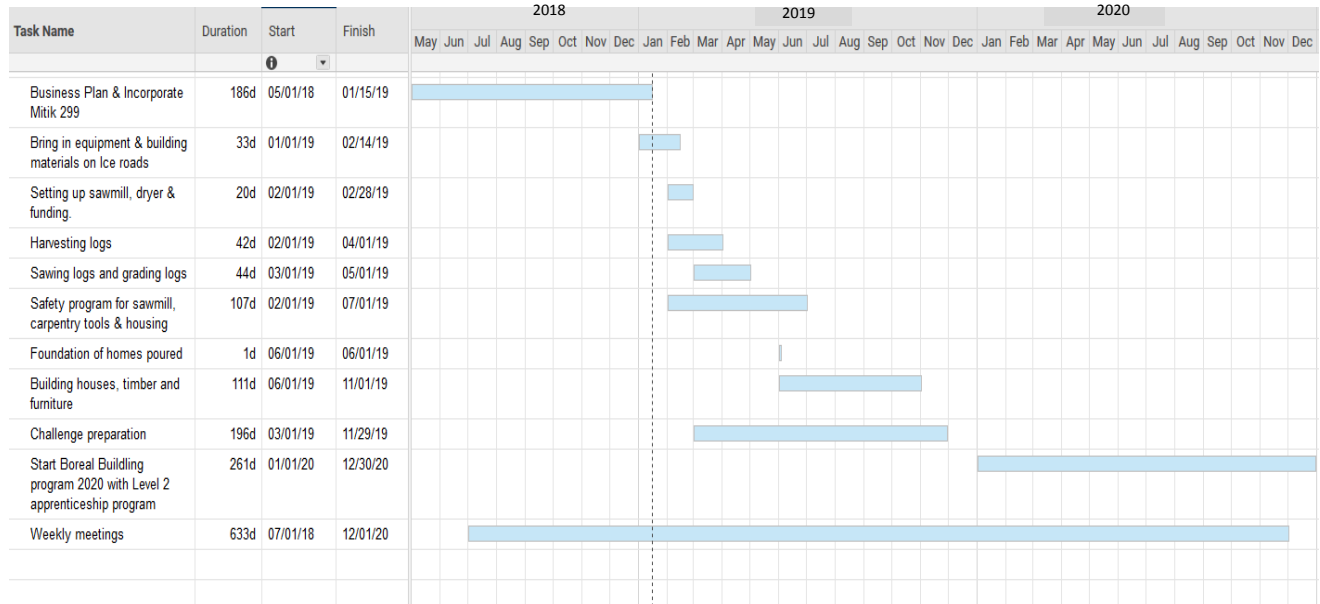
Narrative

6) Other Sources of Funding: Please explain your plans to include (or not include) other sources of funding (partners, government, private sector, etc.). In kind support means contributions other than monetary which defray a portion of the project's total eligible costs.

Organization	Cash Contribution (\$)	In-kind Contribution (\$)																																																					
Mino Bimaadiziwin Partnership, University of Manitoba	\$180,000 to \$300,000 (training allowances of \$1000 per trainee/month for 12 months for 12 to 20 students and personal safety equipment, books and work clothing(\$15,000) in 2019 and travel expense (250,000 for 2019). For at least three years following we will provide training allowances for 12 to 20 (\$120,000-\$200,000) workers to continue their apprenticeship training to build a professional trades work force for this housing and sawmill operation SUMMARY 2019: \$160,000 to \$312,000 (\$250,000). 2020: \$120,000 to 200,000 2021: \$120,000 to \$200,000 2022: \$120,000 to \$200,000 Overall \$552,000. To \$812,000	\$200,000/year (architectural design drawings, networks, assistance in applying for grants, training, impact study, etc., experts, meeting, think tank). Products:- 2 architectural drafts based on community design workshop at a level trainees can build with local wood products. - Develop curly wood insulation. 10 pros x 100 hr x 200/hr =200,000 (includes 1 student ea.) Architect Lancelot Coar will bring 10 master architect students to do a design build with local students in 2020 over 6 weeks.																																																					
Indigenous Support services	PSPP grant: \$10,000 per month for trades and supervision. E.g., bringing grader and electrical, plumber. Etc. Total 2019: \$120,000 Future years dependent on receiving PSPP grant but if so \$120,000 per year.	Laurel Gardiner contribution time and energy to meetings., organizing, designs. She has expert knowledge in housing, logging and sawmilling .																																																					
Manitoba Sustainable Development		- Timber permit #63668 of crown land in Wasagamack’s territory - (1500 cubic meters x \$2.26/m cubed) \$3,390/yr.																																																					
Wasagamack First Nation	<table><tr><td>#</td><td>Persons</td><td>hours</td><td>Wage</td><td>per year</td></tr><tr><td>1</td><td>board- Luke</td><td>20</td><td>30</td><td>31,200</td></tr><tr><td>4</td><td>board members</td><td>4</td><td>35</td><td>2,240</td></tr><tr><td>1</td><td>Board – Ernie</td><td>25</td><td>30</td><td>39,000</td></tr><tr><td>2</td><td>2 supervisors</td><td>40</td><td>22</td><td>83,200</td></tr><tr><td>9</td><td></td><td>0</td><td>109</td><td>131.5</td></tr><tr><td></td><td></td><td></td><td></td><td>155,640</td></tr></table> <p>Sawmill LT40 in good working order/ minor repairs \$40,000 Land/set up for foundation for sawmill/classroom for trainees: \$30,000/year Total: \$215, 640/yr</p>	#	Persons	hours	Wage	per year	1	board- Luke	20	30	31,200	4	board members	4	35	2,240	1	Board – Ernie	25	30	39,000	2	2 supervisors	40	22	83,200	9		0	109	131.5					155,640	<table><tr><td>Half coordinator’s time</td><td>25000</td></tr><tr><td>Half of accounts ‘ time</td><td>20000</td></tr><tr><td>Steel building (pp)</td><td>30,000</td></tr><tr><td>Edger/trimmer (pp)</td><td>4,000</td></tr><tr><td>Skidder (1/2)</td><td>25,000</td></tr><tr><td>4 by 4 Vehicle (half)</td><td>8,000</td></tr><tr><td>Operating expenses – gas, etc.</td><td>6,000</td></tr><tr><td>Steel building (pp)</td><td>30,000</td></tr><tr><td>Total</td><td>148,000</td></tr></table>	Half coordinator’s time	25000	Half of accounts ‘ time	20000	Steel building (pp)	30,000	Edger/trimmer (pp)	4,000	Skidder (1/2)	25,000	4 by 4 Vehicle (half)	8,000	Operating expenses – gas, etc.	6,000	Steel building (pp)	30,000	Total	148,000
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6) Project Timeline: Please identify the project's expected start and end dates and any crucial milestones with respect to activities.

MITIK 299 Work Plan



PART 3 - MITIK 299 PROJECT WORKPLAN			
Activities	Start Date	End Date	Outputs
CHRONOLOGICAL LIST	YYYY/MM/DD	YYYY/MM/DD	What was produced from this activity.
1: Chainsaw Safety Certification Training	2018-10-01	2019-02-01	1. Chainsaw Safety Certification 2. Chainsaw Safety and other sawmill safety and other training
2: Housing Design based on community input	2018-09-01	2019-02-30	Architectural designs culturally appropriate & environmentally sustainable made of wood.
3: Business Plan & Incorporate Mitik 299	2018-05-01	2019-01-15	Develop a plan that is operable and works with partnership and creates other partnership
4: Bring in equipment & building materials on Ice roads	2019-01-01	2019-02-14	Order and bring materials up on winter road before it melts in mid or end of March.
5: Setting up sawmill, dryer & funding.	2019-02-01	2019-02-28	A permanent building for the sawmill that is located in a suitable place.
6: Harvesting logs	2019-02-01	2019-04-01	Trainees log, saw and dry sufficient lumber for 4 or 5 houses, including siding, flooring, paneling, framing, sawing and furnishing.
7:Sawing logs and grading logs	2019-03-01	2019-05-01	Students sawing logs to produce supply for housing and grading logs.
8:Safety program for sawmill, carpentry tools & housing	2019-02-01	2019-07-01	Trainees take safety program for tools and housing (eg., fall protection, WHMIS, etc.) to meet all requirements and safety standards
9: Foundation of homes poured	2019-06-01	2019-06-01	Foundation of both two houses poured to be ready to build wood houses.
9: Building houses, timber and furniture	2019-06-01	2019-11-01	Build two houses and create furnishings and timber, panels, siding
10: Challenge preparation	2019-03-01	2019-12-01	1. Maintenance and Construction knowledge. 2. Basic home maintainance. 3. Home construction and level 1 Apprenticeship Preparation.
11:Start Boreal Building program 2020 with Level 2 apprenticeship program	2020-01-01	2020-12-30	Training of new and 2nd year students with Boreal Home builders towards getting Red seal trades.
12: Weekly meetings	2018-07-01	2020-12-01	1. Weekly meetings of board of directors and meeting of advisory team to assist where necessary. 2.Board of directors & advisory group (including architects) will continue to meet with CMHC to ensure houses are fundable & to change policy.
13: Sustainability renewal of the project	2020-01-01	2050-12-30	REPEAT steps from 1 to 12 with an increase in production of housing, material and furniture each year. A workforce of Red Seal trades & well trained labourers will be created by ongoing programming with UM, ATI & apprenticeship.

Stage One Application

Budget

Please note: The budget submission in the Stage One Application is to be used for discussion purposes only. Applicants who are encouraged to complete the Full Application will need to provide more detailed information which may alter the funding request at that time.

Project Activities	(1) Funding from other sources (minimum 15%)		(2) CRED	Total estimated project cost
	InKind	Cash		
Training of workers (training allowance) Mino Bimaadiziwin partnership and design/expert work	200,000	250,000	0	450,000
Training of workers (Welfare/EI supplement for trainees (special arrangement INAC for this training – see letter)	0	300,000	0	300,000
Supervision (two workers full-time) of trainee/employment training workers	0	83,200	0	83,200
Trainers and experts for workers by ATI/IDSS (electrical, plumbers to train and finish housing) & insurance for trainees	120,000	0	0	120,000
Full-time coordinator	0	25,000	25,000	50,000
Board of directors' guidance and meetings including				
Employment training coordinator for one year	0	72,000	0	72,000
Housing materials (plumbing, roofing, electrical, nails, screws, machines, foundation, etc.)	0	100,000	0	100,000
Accounting/financial provision by Band & board secretary (half band)	0	20,000	20,000	40,000
Existing Sawmill equipment and chainsaws owned by Band with repair and extra blades required	40,000	0	8,000	48,000
Steel building for sawmill and modular house building inside during winter	0	30,000	35,000	65,000
Edger/trimmer sawmill equipment	0	4,000	10,000	14,000
Contract for Electrical installation into steel building and set piles or concrete pillars to electrical company/housing	0	0	30,000	30,000
Dryer building materials and heater	0	0	5,000	5,000
Grapple Skidder – used.	0	25,000	25,000	50,000
4 by 4 Vehicle to transport materials and trainees/workers to housing and logging site (must be saftied)	0	8,000	6,000	14,000
Operating expenses – gas for skidder and sawmill, operating tools & equipment (chainsaws, carpentry tools require (different table saws, ladders), computer, accounting system).	0	6,000	31,500	37,500
License/Insurance for skidder, vehicle and sawmill (note trainees are covered by ATI insurance)	0	0	12,000	12,000
Shipping fee for equipment on one truck bed	0	0	8,000	8,000
Subtotal	360,000	937,000	215,500	1,498,700
Contingency fund (5%)	0	0	10,775	10,775
Total	360,000	937,000	226,275	1,509,475

7) Other Information: Please include any additional information which you feel is relevant to the project.

In appendix attachments with this document please find:

- Letter of support from chief of Wasagamack First Nation
- Letter of support from University of Manitoba (UofM) Architects – Lancelot Coar and Shauna Mallory-Hill
- Letter of support from Mino Bimaadiziwin Partnership, UofM – Shirley Thompson
- Letter of support from Indigenous Development Support Services (IDSS)- Laurel Gardiner
- Memorandum of Understanding regarding all contributions from Anokiiwin Training Institute (ATI), Band offices, Dr. Thompson, IDSS
- Timber Permit granted to Wasagamack for surrounding crown land
- Letter from Indigenous Development services indicating that no claw back would occur from welfare and Employment insurance for training allowance.

NOTE: Mitik 299 Corp. Business plan is in a separate attachment to back up and provide further information about the operation.

Please refer to attached business plan and cashflow analysis.
Please also refer to memorandum of understanding to show commitment over time for cash and letters for inkind funding.



WASAGAMACK FIRST NATION

P.O. Box 1
Wasagamack, MB R0B 1Z0

January 14, 2019

Dear Community Futures decision-makers:

The Wasagamack Chief and Council are fully in support of the Community Futures funding proposal for Mitik 299 Corp. This Woodworking and House Construction Company is established as a not for profit organization focused on not only training our young adults in woodworking, logging, sawmilling, job readiness, carpentry, plumbing, electrical and construction but building culturally appropriate durable housing.. With all the construction of school, sewage treatment plant and teacherages in the next five years, the community needs to develop professional tradespeople who are electrical Red Seal, plumbing Red Seal and carpentry Red Seal, as well as competent labourers. We are happy that the Boreal Home Builders program will support our young people towards getting skills, knowledge and apprenticeships.

We support this social enterprise fully and the business plan, and have put knowledgeable, capable people on the board to ensure that there are no barriers for this industry to succeed and flourish. The Chief - Gary Knott, the Executive Director - Virginia Harper, the Housing Manager - Ronald Harper, the Councilor - Bobby Knott, the Economic Development Officer - Luke Harper and the Employment Training Director - Ernie Harper to be on the board and provide direction and their skills to ensure the success of this enterprise. Many of these people have business diplomas and degrees and accounting backgrounds. They will meet weekly at first to ensure that the sawmill building is set up and function for sawmilling lumber for the two houses that will be built and that the trainees are properly supervised to produce results of the logs, lumber and panels for housing, as well as the skills and good work experience for the trainees.

The chief and council will provide a designated area that best fits the needs of this program to place the sawmill steel building and allow easy hook-up for electrical. We also will commit to paying half of a finance/accounting person for this business and half of a coordinator position for this business. We will also provide the funding for capital costs and operation costs as described in the proposal to ensure we can get a grapple skidder and building. This winter road the Band is providing the building materials and erecting two foundations for the houses for this year and plan to work with the students and workers of Mitik 299 next year and for each year thereafter to build more than two houses..

The hope for Mitik 299 is that it will be able to build many healthy housing made of local wood and produce all the lumber for Wasagamack's CMHC housing, Band housing and teacherages as it develops in future years. It will involve in building skills for building quality homes using as much local wood as possible, towards a goal of increasing community capacity, improving housing quality and reducing production costs.

Sincerely,

Chief Gary Knott



Telephone: 204-457-2337 ♦ 204-457-2339 ♦ 204-457-2343 ♦ 204-457-2347 ♦ Fax: 204-457-2255



UNIVERSITY
OF MANITOBA

Faculty of Architecture

201 J.A. Russell Building
Winnipeg, Manitoba
Canada R3T 2N2
Telephone (204) 474-6794
Fax (204) 474-7532

15 January 2019

Churchill Region Economic Development Fund
c/o Community Futures Manitoba
559-167 Lombard Avenue
Winnipeg, Manitoba R3B 0V3

Letter of Support .

Dear Ladies/Gentlemen:

I am writing to support the Stage One Churchill Region Economic Development (CRED) Fund Application by MITIK 299 (Wasagamack) and Waaka'ligan Inc. (Garden Hill).

Prof. Lancelot Coar and I are Associate Professors in the Faculty of Architecture at U of MB. We have been involved with the *Mino Bimaadiziwin Partnership's* First Nation (FN) community-led housing program since it was initiated in 2016. Most recently, in October of 2018, we helped to facilitate community-based housing design sessions held in Wasagamack First Nation as part of the inaugural year of the Boreal Home Builder's Program. The Boreal Home Builders Program is a post-secondary skills-training program that includes hands-on learning of every aspect of sustainable home development in a remote FN community, from material harvesting, basic design and planning, through to home construction and maintenance. The community-based housing design session was an opportunity for students in the Boreal Home Builders Program and community members to begin to explore the unique housing design needs of their remote FN community. While in the community, Prof. Coar and I were also able to meet with and listen to the occupants of local homes to begin to assess what site, cultural and community-specific needs will need to be addressed in future home design solutions.

In our capacity as architectural design educators and researchers, Prof. Coar and I's role is to support the community in the achieving the implementation of the Boreal Home Builders Program over the next four years. This includes developing meaningful, locally inspired and sustainable housing plans through give and take dialogues with the community (community-based planning and design), introducing environmentally responsible home building construction methods (including building on local resources to achieve this), learning from existing and recent housing (monitoring and post-occupancy evaluation), and creating opportunities for cultural and learning exchanges and a memorable experience between Boreal Home Builder students and design students from the Faculty of Architecture at the University of Manitoba through a two-term design studio collaboration with the community of Wasagamack.

Over the past decade Professor Coar has led numerous community-based design and build studio programs with several rural and First Nations communities in Manitoba. These projects prioritized personal interaction between the students of the University of Manitoba and the participating members of the community to learn from and help create sustainable and meaningful projects for and with them. This work has resulted in both conceptual proposals

as well as over a dozen built projects that now serve these communities. These projects have been supported by grants from Manitoba Conservation and CIHR and have also earned the Presidential Outreach Award (Univ. of Manitoba), the CMHC Excellence in Housing Research Award, and an honorable mention for Excellence in Sustainable Design Research (Manitoba Conservation).

I am an experienced educator in the areas of sustainable building design and building systems and technology. I am internationally recognized as an expert in building performance evaluation, particularly around indoor environmental quality and its impact on human health, well-being and productivity. My recent work includes the performance evaluation of nine Canadian green buildings across Canada in collaboration with researchers from University of British Columbia and Ryerson University, and the pre- and post-renovation evaluation of a personal care home on the well-being of persons living with Alzheimer's and related dementia.

The CRED funding sought by MITIK 299 (Wasagamack) and Waaka' ligan Inc. (Garden Hill) will be used to help create a housing construction business and purchase equipment that will provide: (1) local employment for the graduates of the Boreal Home Builders Program and (2) sustainably harvested materials from nearby forests for the construction and maintenance of homes in the community. This business initiative directly builds on the local human and natural resources of this Northern Manitoba First Nation Community to provide a long term, independent and sustainable economic growth. At the same time it will provide much needed jobs and housing for the community. For these reasons, we encourage you to support this application.

If you have any further questions or require further information, please feel free to contact us.

Sincerely,



Shauna Mallory-Hill, PhD, MArch, LEED AP BD+C
Associate Professor
Dept. of Interior Design
Faculty of Architecture
University of Manitoba
S.Mallory-Hill@umanitoba.ca



Lancelot Coar, MArch, B.S. (Civil Eng.), B.S. (Arch. Eng.)
Associate Professor
Dept. of Architecture
Faculty of Architecture
University of Manitoba
L.Coar@umanitoba.ca



Dear Community Futures:

Mino Bimaadiziwin is a seven year grant program, 2,5 million dollar grant that is dedicated to funding First Nation students and programming/ research focused on housing, food and education in Wasagamack. The University of Manitoba is committed to provide a training allowance of \$1000/month for students taking the Boreal Home Building education for the next four years, to a maximum of (15 x 12000)= \$160,000/financial year for training allowances and some funds for other educational activities for Wasagamack trainees. As well, the Mino Bimaadiziwin partnership is committed to fund training allowances for Wasagamack people taking business, forestry or other related training at University, which would assist with this enterprise. We are only in the 2nd year of this funding and so have five more years of funding to contribute.

Researching self-determination and *Mino Bimaadiziwin* in a way that involves community employment training programs and new educational programs is regarded as a culturally sensitive and innovative way to address the poor state of housing on reserve. Wasagamack has tried to advance in housing but without the engagement of universities, colleges and social enterprises, failed to get official accreditation for the trainees and their efforts were not sustainable. This partnership adds these missing pieces by bringing in colleges, universities and social enterprises, to provide resources, expertise and educational aspects. This proposal will add value by honouring Indigenous and Western ways of knowing to build capacity and sustainability.

Many world-class scholars, including many Indigenous scholars, will consider housing and education impacts and solutions. There are seven Indigenous scholars as part of this team, namely: Drs Wilson, Deer, Olsen Harper, Callison, Settee, and M. Ballard, as well as Mr. D. Ballard. In addition, researchers from all of the major public universities and colleges in Manitoba have been recruited. The researcher teams are in place to study the key aspects of housing and education:

- Drs. Deer, Olsen Harper, Martin, Quarter, Petrella, and Thompson, will examine pedagogical strategies and evaluate the impact at the student and community level on self-determination and *Mino Bimaadiziwin*.
- Drs. Olsen-Harper, Petrella, Harms, Wilder, Settee and Thompson will undertake a policies & programs review regarding FN housing and post-secondary education.
- Drs. Bonnycastle, Schiff, Thompson & Olsen Harper with students will review housing and homelessness on reserves including the experience of housing insecurity in GHFN and WFN and conduct homelessness/housing insecurity prevalence count community-led housing assessment kit will be developed (Drs. Schiff, Olsen Harper & Thompson).
- Drs. Wilson, Rashwan, Coar, Hill-Mallory, Ballard and Kavgic with Bjornson and Loney will study housing design for sustainability and monitor housing.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shirley Thompson'.

Shirley Thompson, PhD, M Eng., B.Sc.
Associate Professor Natural Resources Institute, University of Manitoba
70 Dysart Road, Treaty 1 Territory and Metis Homeland
Winnipeg, Manitoba, R3T 2N2
phone: (204) 474-7170 / cell: (204) 291-8413 / fax: 204-261-0038

Wednesday, January 16, 2019 at 10:26:45 PM Central Standard Time

Subject: Support for the Metik Wood Product proposal
Date: Monday, January 14, 2019 at 12:23:15 PM Central Standard Time
From: Laurel Gardiner
To: Ernie Harper (h31n73@gmail.com)
CC: Shirley Thompson, A M Rezwanul Hoque
Attachments: image003.jpg

Dear Ernie,

I am pleased to write this message of support for the Metik Wood Product business proposal to the Churchill Regional Economic Development Fund.

First of all I want to say how pleased we are to be working with Wasagamack and University of Manitoba on the Boreal Home Building Program. This program will teach the fundamentals of Harvesting, Saw-milling, and House Building ending in December of 2019. We hope to provide at least 15 people in your community the skill sets needed to obtain employment or their further education in the Forestry or House Maintenance or Construction sectors. In the process two sturdy small homes will be built using as many local materials as possible.

We currently provide or oversee the instructional component of the large Boreal Home Building Project taking place in Wasagamack First Nation and your neighbour Garden Hill. Within this project IDSS (through an agreement with Anokiwin Training and funding from Post-Secondary Partnership Fund) has provided Job Readiness Training, Wilderness First Aid, Small Motors Repair and Maintenance, and Introduction to Forestry.

Starting in January we will be offering Chainsaw Safety, Felling, and Sawmilling. The final stage of the Forestry Component is Lumber Grading. Because this is part of the learning in the Standing Tree to Standing Home process, we are able to cover the costs of the Grader coming in to the community to train your sawyers. The grader will then have them practice grading the lumber they have milled. He will then stamp the wood, which will allow your lumber to meet code and be used in your houses.

IDSS will continue to train, support, and advise to assist Wasagamack's Metik Wood Products to be a success.

Sincerely,

Laurel Gardiner

Laurel Gardiner, Director

Phone: (204) 261-3964 Cell: (204) 981-0112

Email: Laurel.Gardiner@outlook.com

Box 108 – 1075 Portage Avenue

Winnipeg, Manitoba R3G 0R8



Memorandum of Understanding

This document represents an agreement between
and

Wasagamack First Nation

**Employment and Training
Capital/Housing Program
Social Development
Education
Economic Development**

External Partners

**Primarily:
University of Manitoba
Anokiiwin Training Institute
Indigenous Development Support Services
Island Lake Tribal Council**

With support of:

Post-Secondary Partnership Program (ISC)

Social Sciences and Humanities Research Council

**Scope of the Memorandum of Understanding is from
September 12, 2018 to March 31, 2020**

Project Overview:

The focus of this MOU is pre-employment training for lumber production and house construction based around Standing Tree to Standing Home program. This project will be completed within 2018-2019 and 2019-2020 Fiscal Years as shown on the attached timeline. This classroom and on-the-job training process will result in the completion of two homes made using local lumber. The trainees will receive opportunity for academic preparation and earn hours toward for their Level 1 Apprenticeship Challenge Exam, which will be offered in December of 2019.

Taken From the Band Council Resolution of April, 2018:

Whereas, the Chief and Council of Wasagamack First Nation is committed to the development of a sustainable local economy, skilled local workforce and a healthy home for every family.

Whereas, we are a remote winter road access community surrounded by good timber stands in Canada's boreal forest, every winter we bring in lumber over these roads that is often inferior to the lumber we could harvest locally,

Whereas, we have a housing crisis in terms of both quality and quantity of homes

Whereas, Wasagamack First Nation men, women, and youth are unemployed, underemployed, and often under-skilled with high social assistance reliance and the Standing Tree to Standing Home Program demonstrated that our community members could be trained to harvest and mill lumber and build sturdy healthy homes.

Whereas, Lumber and bio-fuels production for local use alone could support a sustainable local business, in addition to this there could be opportunities for value-added production of trim and bio-fuels for sale to other communities though winter-road back-hauls. We acknowledge our need for further development of local entrepreneurial and project management skills in order to create sustainable local businesses.

Be It Resolved, That Wasagamack First Nation is willing to contribute from local existing resources and funding towards this development.

Be it further resolved that Wasagamack First Nation acknowledges that further help is needed to achieve these objectives and is willing to work with multiple funding and skill development partners to achieve these outcomes. We acknowledge the help received from the Natural Resources Institute (University of Manitoba/ Dr. Shirley Thompson) and Indigenous Development Support Services in providing initial program advice and cost sharing. We look forward to working with additional partners and funders as we move forward towards a sustainable economy.

Collaborating First Nation Departments and other Organizations:

Participating in the program are the following departments of Wasagamack First Nation:

1. **Social Development Program** provides financial support to jobless, unemployed, and under-employed families and individuals. This support may take the form of salary bases or training

allowances within the Work Opportunities (WOP) and Aboriginal Social Assistance Recipient Employment and Training Program (ASARET). Source of Funds: Indigenous Services Canada.

2. **Employment and Training Program** provides funding for a variety of employment and training initiatives through the Aboriginal Skills and Employment Training Strategy. Can cover instructor costs, gear, classrooms and top up to ASARET for training allowances. Source of Funds: Employment and Social Development Canada.
3. **Public Works and Housing** covers the cost of house construction, renovation, maintenance and community infrastructure costs. This program will provide the non-local lumber materials and access to infrastructure, (sewer/water/power). Source of funds is Indigenous Services Canada and Canada Mortgage and Housing Corporation.
4. **Community Economic Development:** The First Nation may source funds from other sources such as Economic Development to supplement the capital equipment and business development. Source of funding will hopefully be Indigenous Services Canada and Indigenous Forestry Program.
5. **Education Authority:** Is responsible for administering the K – 12 and Adult Education program as well as administering the Indigenous Services Canada Post-Secondary Funding.

External organizations assisting with the Standing Tree to Standing Home training are:

1. **University of Manitoba, Natural Resources Institute's** Dr. Shirley Thompson, received a Social Sciences and Humanities Research Council talent grant for the Mino Bimidaadiziwin project, an adult education and training program that focuses on housing and community food security in Wasagamack and Garden Hill First Nations.
2. **Indigenous Development & Support Services (IDSS)** is a non-profit Indigenous organization that works with Indigenous communities and individuals supporting their goals through educating, advising, and providing support services that promote success, best practices and partnerships.
3. **Anokiiwin Training Institute**, is a private Indigenous Post-Secondary Institution, that at the request of the chief, submitted a proposal to the Post-Secondary Partnership Fund,
4. **Island Lake Tribal Council:** provides program support to the four First Nations in the Island Lake region (including Wasagamack and Garden Hill). We will be drawing on their programs advisors, especially Economic Development and housing. Also ILTC is also the holder of the Lumber Grade Stamp for the region.

Objectives and scope

Vision and Statement of Purpose

Our shared vision for northern housing is for every family to have a home that is healthy, well-constructed, well-maintained, energy efficient and big enough for the number of people who want to live together as a family. We build skills for building and maintaining homes using as many local materials as is economically and ecologically practical.

Goal and Expectations

This program trains participants to harvest and mill wood then construct the home. It is expected that the community will continue to build homes from local resources using the apprentices and trainees for labour. The process exchanges the cost of imported lumber for local forest resources and labour and builds skills and reduces project labour costs by exchanging labourer wages for training allowances. Presently materials are transported into the community from urban areas at a very high cost. This should assist the First Nation to construct homes at lower cost or at the very least reduce some economic leakage to outside suppliers.

First Nation Department Commitments

Chief and Council	<ol style="list-style-type: none">1. Support the program and encourage the departments to work together to meet objectives;2. Work with the manager team to select building sites, trainees and home owners according to First Nation selection criteria.
Employment and Training Department \$75,000 each fiscal year	<ol style="list-style-type: none">1. Be the primary community contact person for the program.2. With Social Development, assets and identify a group of about 15-20 trainees for the program;3. Providing upgrading and essential skills to these trainees with assistance from Workplace Education Manitoba4. Using ASARET and UofM SSHRC to cover their training allowance at locally acceptable rates.5. Maintain all the records management, application forms and reporting requirements, including trainee information (attendance and personal identification) as required for funder reporting.6. Financial Commitment primarily for instructional costs and instructor travel.
The Social Development Program	<ol style="list-style-type: none">1. Complete the ASARET Application form and client documentation;2. Transfer funds to Employment and Training each month for the Training Allowance.3. Provide funds for work clothing and protective gear

Housing and Infrastructure

1. Identify building site for two adjacent houses and provide access to Hydro and Sewer and Water.
2. Provide the non-lumber finishing materials for two houses for a build in the summer of 2019.
3. Provide heavy equipment such as cement mixers, loaders, backhoes etc. for foundation work.
4. Purchase lumber produced on the local mill for use in housing. This will be available at a reduced rate than the cost of buying and shipping the lumber from the south
5. Provide information on program costs to First Nation and IDSS for evaluation.

Economic Development

1. Provide a secure location for the mill and lumber;
2. Provide existing sawmill and apply to INAC for a CORPS and other funds for upgrades to saw mill, infrastructure and resources to get the wood out;
3. Secure necessary permits for harvesting and building;
4. Develop a business plan and offer business assistance to sell the locally produced lumber to housing.

Education

1. Will provide access to computer room and carpentry shop as arranged.
2. Will provide a classroom for program use for the duration of the program
3. Intention to provide a two-bedroom teacherage (will confirm closer to Sept)

External Partners**External Agencies**

Work with the Chief and Council and community program managers to deliver the program. Each of these external partners have specific expertise or funding allocations that will advance portions of the project.

U of M

Natural Resources Institute,
Dr. Shirley Thompson
\$400,000 to the project each FY

The SSHRC grant can provide the initiative with the following resources

1. Student training allowance to the post-secondary allowance rate (by top-up or paying the entire cost if student not SA or EI eligible.)
2. Personal protective equipment and personal tools for students
3. Books for students.
4. Education Training for local trainers to become accredited instructors.
5. Work with students to create education videos and research to document the learning and assist with designing elements for a home to be culturally appropriate using local materials.
6. Assist with funding applications for CORPS and others.
7. Evaluate the program and student experience and make recommendations for improvement.

**Anokiwin Training
Institute (ATI)**

18/19 FY:\$247,521

19/20 FY:\$310,410

1. Work with IDSS to ensure that the deliverables of the program are completed in a timely manner.
2. Funding for project management and instructional costs.
3. Submit required reports to Indigenous Services Canada in an accurate and timely manner.

IDSS will

1. Work closely with the community leadership and management to ensure the project moves ahead in a timely manner.
2. Provide general project supervision and site visits.
3. Recruit and arrange for instructors for each of the modules of training.
4. Provide guidance and mentoring to instructors and the project;
5. Ensure that students receive certification upon successful completion of the various segments of the program.
6. Make monthly reports to C&C, and partners
7. Work with Apprenticeship Manitoba and the E&T Coordinator to encourage and support those individuals interested in pursuing Apprenticeship.
8. Assist with further proposal development to source components needed to move the project forward.

Participation from other partners: as agreed and described below:

Will be added as commitments are confirmed.

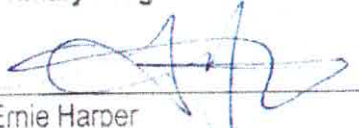
Monitoring and evaluation

1. The overall project evaluation will incorporate the criteria of the various funders into an overall evaluation framework such that only one report will be sent to all funders.
2. Each trainee will be evaluated to ensure they have met the skills requirements for each of the training components.
3. Trainee hours will be tracked to ensure sufficient hours for level of apprenticeship.
4. The project will be evaluated to ensure it is on time and on track with its objectives and deliverables and budget. Annual and progress reports will be submitted to funders as requested within the funding arrangement.

Process for renewal or extension of the formal agreement

This program can continue as for as long as the First Nations desires to or has funding to cover the basic training and construction costs. As most of these costs are covered through funding received annually the program should be able to be relatively sustainable, through to completion of Apprenticeship.

Primary Program Contacts:


Ernie Harper
Employment & Training Coordinator

Date

08/01/18


Olivia McDougall
Social Development Administrator


Date

08/01/18


Ronald Harper
Director of Public Works and Housing

Date

01/08/18


Percy Harper
Director of Education

Date

08/21/18


Luke Harper
Economic Development Coordinator

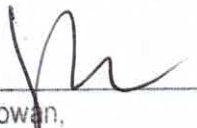
Date

08/01/18

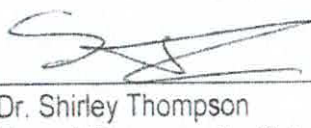

Laurel Gardiner
Director
Indigenous Development Support Services

Date

2018/08/01


Jay Cowan,
Anokiiwin Training Institute

Date


Dr. Shirley Thompson
Natural Resources Institute
University of Manitoba

Date

2018/08/01

Approved by:

Chief Alfred Harper

Date

12/9/2018

Councillor

Date

acting Chief

Councillor

Date

12/9/2018

Councillor

Date

Councillor

Date

12/09/2018

Councillor

Date

Councillor

Date

12/09/2018

Councillor

Date

Appendix Training Schedule for Boreal Home Building Program, 2018-2019

Month	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC		
			Phase 1: Forestry (7 months)							Phase 2: Construction (8 months)										
MOUs & Select & Train Instructors																				
Trainee Selection & Assessment																				
• Upgrading 1																				
• Intro Small Engines																				
Module 1: Forestry																				
• Chainsaw Operators																				
• Wilderness FA																				
• Intro Forestry Mgmt																				
• Harvesting Plan																				
• Harvesting																				
• Harvesting																				
Module 2																				
• Sawmilling																				
• Lumber Grading																				
Into to Carpentry																				
• Upgrading 2																				
• Construction Safety																				
• Apprenticeship 1 Challenge Prep																				
• Basic Home Maintenance																				
• House Construction Course (Shop/Classroom)																				
• Hands on Practical Training (Worksite)as houses are built																				
Career Development			Small Engines Technician	Natural Resources Technician Diploma					Facilities Basic Maintenance	MCSC Foundat	MCSC Framing	Plumbing Fundamentals	Electrical Fundamentals.	Carpentry Fundamentals						
Possible Businesses or Employment			Small Motors Shop	Line Clearing	Log Sales	Lumber & Value Added	Home Repair Service	General Contracting business or specialty businesses such as roofing, painting/drywalling, furniture and cabinetry, plumbing, electrical, etc.												

Forestry Branch
Timber Permit



NO. 63668

THIS IS TO CERTIFY THAT:

Wasagamack First Nation
PO Box #1
Wasagamack, MB
R0B 1Z0

is hereby authorized under the provisions of "THE FOREST ACT" and Regulation made thereunder, subject to the special conditions set out below, attached to this Permit or as requested by an Officer, to cut the following quantity of timber AND NO MORE.

VOLUME M ³	SPECIES (LP, SPR, POPT, AM, BIRCH, ETC.)	COMMODITY/PRODUCT FUEL, LBR, POST, OSB, KRAFT, NEWSPRINT, ETC.	WOOD COND. (GR-0, SAL-2)
300	Spr	LBR	0

Dues waived as timber is for community
benefits - home building.

From the following, viz:
(Section, Township, Range)

Twp 57 Rgc 18 EPM

Natural Resource Officer at

Island Lake

will supervise cutting.

FMU #	90
REG. DIST. #	13
FOR. SECTION	Hayes
USE #	-
QUOTA #	-
LAND STATUS #	9
PERMIT TO BE RET'D	YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
DATE PERMIT ISSUED	Dec 21/18
DATE PERMIT EXPIRES	April 30/19
(2.11) PERMIT FEE	-
DUES	-
(2.22) F.P.C.	-
(2.25) F.R.C.: SW	-
HW	-
SUBTOTAL	-
(2.93) GST	-
TOTAL	-
C.N.	-
GST NO.	-

LOAD SLIP		This area of the Permit must be filled out and accompany the wood while in transit if formal Departmental Load Slips are not used.		
Date Cut	Volume Moved	Date of Movement	Time of Movement	Destination

TIMBER PERMIT CONDITIONS

1. No green timber shall be cut within 150 metres of any Provincial Highway or any other Government Road unless the timber is marked or otherwise designated for removal by the Officer.
2. Brush and logging debris shall be cut, lopped and spread so as to lie close to the ground. Brush and logging debris on landings must be spread. Brush disposal must at all times keep pace with the cutting operations. Stumps shall not be cut higher than 30 centimetres from the highest point of adjacent ground.
3. The permittee must in no way interfere with any fencing or other improvements on this land. No green timber shall be cut within 150 metres of any building unless marked or otherwise designated for removal by a Natural Resource Officer.
4. Cutting of Elm for Fuelwood is prohibited under the authority of this Permit.
5. Avoid damages to regeneration and/or planted areas.
6. Report forest fires to 1-800-782-0076.

Signature of Permittee

B. Holmes
Director of Forestry



365 Hargrave Street
WINNIPEG, MANITOBA
R3B 3A3

NOV 14 2018

Chief and Council
Wasagamack First Nation
P.O Box 1
WASAGAMACK MB R0B 1Z0

Dear Chief and Council;

RE: Income Assistance Program – Training Allowance Exemption for Boreal Home Building Program

I am writing to clarify policy related to the training allowance for the Income Assistance participants of the Boreal Home Building Program by the University of Manitoba in the project partnership with your nation, Anokiwin Training Institute and Indigenous Development Support Services.

As the Income Assistance participants continue to receive their Basic Needs benefits as per usual, the training allowance of \$1000.00 per Income Assistance client is deemed "Unearned Income" under Section 3.8 of the *Manitoba Income Assistance Policy and Procedure Guide* 2018 Edition and would normally be deducted from regular Income Assistance benefits, less the normal \$200.00 exemption level as an incentive from the sponsored program.

After reviewing the exceptional circumstances related to this endeavor, I am pleased to inform you the remaining \$800.00 of the training allowance has been deemed exempt as per the detailed letter from the University of Manitoba which identifies the costs that would be borne by the participants for their work clothing, personalized equipment, transportation, child care and any other barriers for continued retention and successful completion of this 15 month program.

Please note that upon the completion of the curriculum for the Boreal Home Building Program, any future use of the certified training program will be expected to adhere to the existing policies under Work Opportunity Program (WOP) Section 5.1 or Aboriginal Social Assistance Recipient Employment Training (ASARET), Section 5.2 and the Unearned Income Section 3.8 for Training Allowances as per the *Manitoba Income Assistance Policy and Procedure Guide* 2018 Edition.

In future, if there appears to be any potential deviation from existing policies and/or additional considerations need to be addressed, it is recommended that early notification be provided to support project deadlines.

...2/

GCDOCS # 33294704



Indigenous Services
Canada

Services aux
Autochtones Canada

-2-

If you have any further questions please contact Sherry Beardy, at (204) 983-4887 or sherry.beardy@canada.ca or Tina Kabestra, at (204)-983-4886 or tina.kabestra@canada.ca

Yours sincerely,

Scott Amos
A/Director, Programs and Partnerships
Manitoba Region

CC: Dr. Shirley Thompson, University of Manitoba
Laurel Gardiner, Indigenous Development Support Services
Income Assistance Administrator
Sherry Beardy, Social Development Operational Specialist
Tina Kabestra, A/Regional Program Manager
Clarence Mason, Social Development Advisor, Island Lake Tribal Council
Mona Mesa, Funding Services Officer

GCDOCS # 33294704