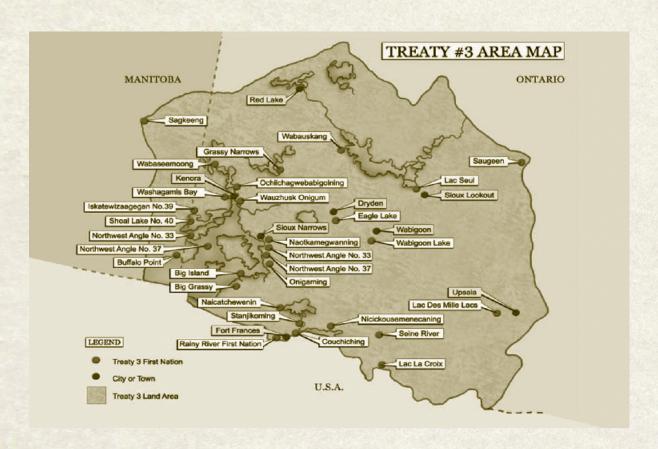


Communities Served



Protection Services

Asubpeeschoseewagong Netum Anishinabek

Iskatewizaagegan No. 39 Independent First Nation

Migisi Sahgaigan First Nation

Naotkamegwanning First Nation

Northwest Angle #33

Animakee Wa Zhing #37

Obashkaandagaang First Nation

Ochiichagwe'Babigo'Ining First Nation

Shoal Lake #40 First Nation

Wabaseemoong Independent Nations

Wabauskang First Nation

Wabigoon Lake Ojibway Nation

Wauzhushk Onigum Nation

Prevention Services

Asubpeeschoseewagong Netum Anishinabek

Iskatewizaagegan No. 39

Independent First Nation

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Wabauskang First Nation

Wabigoon Lake Ojibway Nation

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A Message from the Chairperson of the Board

Boozhoo. My name is Kawawaskoneesat Binesiikwe, which means lightning thunder woman, and I am a Lynx clan member. It has been my honour to serve as Chairperson of the Board of Directors for the past three years.

Each year we are growing and evolving to meet the needs of our children, youth, families and communities. We are strengthening the partnerships and relationships we have with our leadership on the vision we share to protect our children, heal our families and communities and build capacity in our anishinabe Nation of northern Treaty #3.

I am proud of the agency and its staff, and the tremendous effort they put forth every day. Child welfare is not an easy road for the indigenous people of Treaty #3 and beyond. 2016/17 has been a year full of triumph in some ways. The completion of the ten year battle with the federal government to recognize that we have suffered injustices at their hand. The Canadian Human Rights Commission and the Truth and Reconciliation Commission have quantified the disparity in funding services for indigenous people of Canada. The resulting direct funding for prevention services is a move forward as well through Jorden's Principle. The 60's Scoop class action has finally seen its conclusion and the resulting funding handed down to the survivors of those horrors; to help in some way heal the scars of the past.

I acknowledge the sacred gifts that have assisted us along the way; our grandmother drum, Niiobenisiik, who provides significant support and meaning to the work we do. Along with our Council of Elders, she provides us with guidance and direction on our vision, values and mission here today and every day.

In the fall of 2016 we accepted, with regret, the departure of Theresa Stevens as our Executive Director. She has moved to Toronto to share her vision with indigenous people throughout the province of Ontario and is well respected in many circles.

At this time I would like to welcome our new Executive Director, Larry W. Jourdain. Larry came to work for us on April 3, 2017. We are encouraged by the developmental vision of our new Executive Director, and look forward to seeing positive change come about for the children and families we serve.

Api gii miigwech!

Maria Swain

Maria Swain, Asubpeeschoseewagong Netum Anishinabek Chairperson

Governance

01

Standing Committees of the Board of Directors

The Corporate Officers of the Board are the Chair, Vice Chair, Treasurer and a Member at Large. These positions form the Executive Committee of the Board, and will handle the business of the Corporation, between regular meetings, as necessary.

By Law No 1, the terms of reference for the Board of Directors, sets out the governance procedures for the Board regarding meetings, voting, what constitutes quorum, eligibility and terms for membership of the Corporation, as well as defining their relationship with their staff person, the Executive Director.

By Law No. 1 also gives the Directors of the Board the authority to establish and disband committees as it sees fit. It can establish "ad hoc" or temporary committees as necessary. The Building Committee has been established as an ad hoc Committee to seek proposals and provide research for the Boards consideration of a building to house the agency and all its staff.

The other standing committees are Finance, Services and Personnel. Each standing committee oversees operations, develops policy and makes recommendations to the Board about its area of responsibility. Standing committees allow each Director to become knowledgeable about a particular area of corporate management and through the committee, to advise and assist it in making informed decisions.



Following are the Committee members who managed the agency for the 2016-2017 term:

Executive Committee

Maria Swain, Board Chair, Asubpeeschoseewagong'Netum'Anishnabek Leon Mandamin, Vice Chair, Iskatewizaagegaan #39 Independent Nation Martina Strong, Treasurer, retired, Ochiichagwe'babigo'Ining Ojibway Nation Julia Redsky, Director at Large and Acting Treasurer, Shoal Lake 40 First Nation

Services Committee

Leslie Gardner, Chair, Wabigoon Lake Ojibway Nation Robert Gardner, Migisi Sahgaigan First Nation Conrad Tom, Naotkamegwanning First Nation Clare Katcheconias, Northwest Angle #33

Finance Committee

Martina Strong, Chair, Ochiichagwe'babigo'Ining Ojibway Nation, retired Julia Redsky, A/Chair, Shoal Lake 40 First Nation
Betty Riffel, Wabauskang First Nation
Eleanor Skead, Wauzhushk Onigum Nation
Roberta Jameson, Ochiichagwe'babigo'Ining Ojibway Nation

Personnel Committee

Chris Lawson, Chair, Obishikokaang First Nation E.M. Cindy Cameron, Wabaseemoong Independant Nation Toni White, Animakee Wa Zhing #37 Marilyn Sinclair, Obashkaandagaang First Nation, retired

Building Committee

Lisa Oakes, Director of Finance and Administration, and a variety of Board members and agency staff

WIISOKIITAATIIWIN OF ANISHINAABE ABINOOJII FAMILY SERVICES

MAAMAAJIIGOWIN

To have a Gathering Placefor our children, families and communities.

PEZH-EGO-GAH-BO-WE-TAH

We are Standing as One with our communities and our Nation.

NIIGON KIICHI-

ENADAMOWIN
We are moving Forward
with Dignity.

WEH-WENI-PE-MA-TIZ-E-WIN

We are achieving Sufficient Sustained Stability.

OUR MISSION

is to protect children and to heal and strengthen families through the provision of holistic, bi-cultural services that respect our anishinaabe heritage, and that honours the values, customs and traditions of our people.

ENI-PE-

the Good Life.

MISHKOGABAWIN

We are providing services

focused on Empowerment

of the Whole.

BIIMAATIZIWIN

We are helping our children

and families to achieve

OUR VALUES

- To practise the seven statements or Giikomoonun (sacred teachings) of Wisdom, Honesty, Truth, Humility, Love, Courage and Respect
- To understand and use the language and culture
- To practice equality and fairness
- · To be caring
- · To have respect for life
- · To honour our communities
- · To have a strong voice



Audited Financial Statements

Summary of Financial Statements

Report of the Independent Auditor on the Summary Financial Statements

To the Board of Directors of Anishinaabe Abinoojii Family Services

The accompanying financial statements, which comprise the summary statement of financial position as at March 31, 2017 and the summary statement of operations and summary statement of changes in net assets for the year ended March 31, 2017 are derived from the audited financial statements of Anishinaabe Abinoojii Family Services for the year ended March 31, 2017. We expressed an unmodified audit opinion on those financial statements in our report dated August 3, 2017.

The summary financial statements do not contain all the statements and disclosures required by Canadian public sector accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of Anishinaabe Abinoojii Family Services.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in Note 1.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Audit Standard (CAS) 810, `Engagements to Report on Summary Financial Statements'.

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of Anishinaabe Abinoojii Family Services for the year ended March 31, 2017 are a fair summary of those financial statements, on the basis described in Note 1.

200 Canoda LCP

Chartered Professional Accountants, Licensed Public Accountants

Kenora, Ontario August 3, 2017

Summary Statement of Financial Position

March 31	2017	2016
Assets		
Current		
Cash	\$1,830,179	\$2,602,912
Accounts receivable	1,219,076	1,035,916
Prepaid expenses	2,553	29,968
	3,051,808	3,668,796
Capital Assets	1,194,280	1,216,519
	\$4,246,088	\$4,885,315
Liabilities and Net Assets		
Current		
Accounts payable	\$2,241,780	\$2,474,888
Government contributions repayable	2,873	108,017
	2,244,653	2,582,905
Deferred contributions		
Ontario Child Benefit Equivalent Pooled Fund	823,405	1,071,784
	3,068,058	3,654,689
Net Assets (Deficit)		
Invested in capital assets	1,194,280	1,216,519
Unrestricted (deficit)	(16,250)	14,107
	1,178,030	1,230,626
	\$4,246,088	\$4,885,315

Summary Statement of Operations

For the year ended March 31	Child Welfare	Prevention	One time Service Amendments	2017	2016
Revenue					
Ministry of Children and Youth Services	\$19,870,833	\$2,934,000	\$949,488	\$ 23,754,321	\$ 23,364,238
Lutheran Community Care Centre		-	-		107,897
	19,870,833	2,934,000	949,488	23,754,321	23,472,135
Expenditure					
Salaries	6,101,258	763,339	49,072	6,913,669	6,806,724
Benefits	1,103,395	125,117	10,772	1,239,284	1,171,649
Travel	850,579	73,799	-	924,378	956,112
Training and recruitment	154,457	16,451	7,523	178,431	142,668
Building Occupancy	713,451	188,843	216,370	1,118,664	1,258,565
Professional Services - non client	221,543	1,521,048	-	1,742,591	1,729,843
Program Expense	72,046	194,847		266,893	244,018
Boarding home payments	10,353,835		-	10,353,835	9,368,262
Professional Services - client	317,496	-	-	317,496	373,792
Client personal needs	658,666		619,379	1,278,045	1,286,913
Health and Related	176,734			176,734	130,345
Financial Assistance	52,497	9,469	23,742	85,708	47,910
Promotion and Publicity	172,234	23,145	-	195,379	198,097
Office Administration	342,664	14,942		357,606	378,758
Miscellaneous	104,831		-	104,831	185,625
Technology	168,032	3,000		171,032	333,981
	21,563,718	2,934,000	926,858	25,424,576	24,613,262
Expenditure Recoveries and other income	1,662,528		1,040	1,663,568	1,258,981
	19,901,190	2,934,000	925,818	23,761,008	23,354,281
Excess of Revenue over (expenditure) before amounts repayable	(30,357)		23,670	(6,687)	117,854
Government contributions repayable			(23,670)	(23,670)	(117,854)
Excess of revenue over (expenditure) for the year	\$ (30,357)	\$ -	\$ -	\$ (30,357)	\$ -

Summary Statement of Changes in Net Assets

For the year ended March 31			2017	2016
	Invested in Capital Assets	Unrestricted	Total	Total
Net Assets, beginning of year	\$1,216,519	\$14,107	\$1,230,626	\$933,074
Increases				
Capital asset additions	232,767	Tura-	232,767	508,143
Decreases				
Net deficit for the year		(30,357)	(30,357)	
Amortization	(255,006)		(255,006)	(210,591)
	(255,006)	(30,357)	(285,363)	
Net Assets, end of year	\$1,194,280	\$(16,250)	\$1,178,030	\$1,230,626



O3 Annual Reports

A Executive Committee

The purpose of the Executive Committee, consisting of the officers of the corporation, is to handle matters of urgency between the quarterly meetings of the Board. This year some of the tasks that came before the committee were;

- Determining coverage of the Executive Directors office during the absence of an Executive Director
- Reviewing and approving Policy development for the benefit of staff
- · Reviewing child protection file audit procedures for follow up with the Executive Director
- Review of administrative procedures during times of crisis
- Review of governance/management levels of authority
- Participate in recruitment procedures of an Executive Director

B Finance Committee

The Finance Committee, chaired by the Treasurer of the Board, oversees all financial affairs of the corporation. They review financial forecasts, cash flow reports, and review and recommend annual and project specific operating budgets, audits and funding agreements. The function of the committee is to ensure operations run within approved budget parameters, both internally and with the devolved service providers.

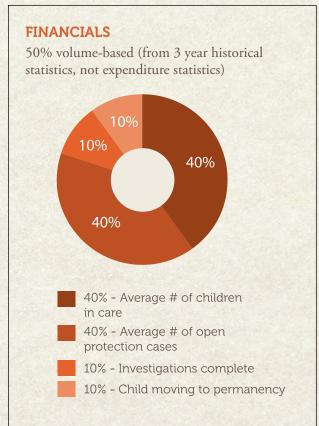
In addition, the Finance Committee provides guidance and direction regarding space needs for our staff and clientele. Health and safety is a priority. In conjunction with building needs is information technology, and the real need to keep our staff connected with relevant and up to date equipment. The Director of Finance and Administration is the staff resource for this committee.

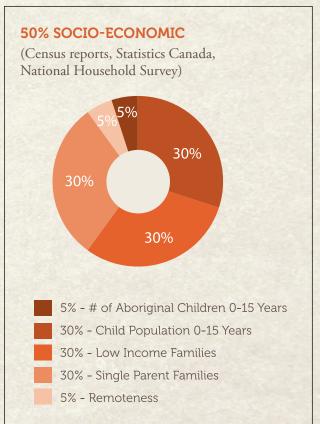
Finance was able to complete a number of set goals this year, a few are:

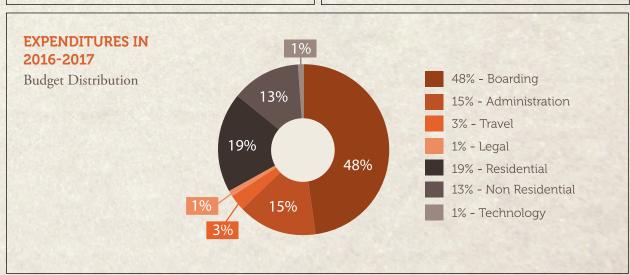
- Finance Policy and Accounting Procedure Manual review and update
- Funding model review
- On-going monitoring and training of the Ontario Child Benefit Equivalent (OCBE) guidelines
- Initial work towards first phase of the Building Committee
- Training to managers on the Disability Tax Credit for our children and youth who would qualify

Goals set for 2017-2018 include:

- Completion of new payroll data entry software (electronic payroll and attendance management system, eliminating paperwork, creating an efficient and effective system with access to up to date attendance records)
- Continue with the funding model review
- Phase two of the Building Committee







C Personnel Committee

The Personnel Committee facilitates the recruitment of the Executive Director position, develops and recommends Personnel Policy for the Board, hears and settles appeals of grievances not settled through the internal process, and performs other functions as directed by the Board from time to time.

The Personnel Committee helps to ensure that AAFS is well managed and efficiently structured, with well defined responsibilities for employees. Through policies and procedures the Personnel Committee ensures the agency employs individuals who are qualified, motivated, and desire to achieve results efficiently and with a high degree of personal satisfaction.

The Director of Human Resources is the staff resource for this committee.

The Year in Review

September 2016

The HR department implemented First Aid training for staff

November 2016

General Unpaid Leave of Absence Policy reviewed/ratified

December 2016

• Theresa Stevens Farewell Party

January 2017

 HR Downloads Webinars provided for staff; Workplace Accommodation, Supercharge Your Staff; Engagement, Diligent Dismissals; Do's and Don'ts

April 2017

· Larry W. Jourdain, Executive Director hired

July 2017:

• NWA #33 devolution of Prevention Services; staff now band employees

Organizational Chart: Anishinaabe Abinoojii Family Services & Devolved Services



Staff Recognition

The Personnel Committee and the Board of Directors take this opportunity to thank all our staff and devolved staff for their commitment to our agencies and to the children and families we serve. In particular this year, the following staff for achieving these years of service milestones:

15 Years of Service

Roberta Cantin, Resource Manager Sandy Carlson, Resource Manager Michelle Francis, Family Services Worker Ida Jamieson, Intake Worker Glenda Ross, Finance Clerk Cynthia Peloquin, Regular 1:1 Worker Chris Cardy, Regular 1:1 Worker

10 Years of Service

Helena Fisher, Family Services Worker
Jennifer Skead, Child Care Worker
Danielle Gardner, Child/Family Services Worker
Rallan White, Case Aide
Kelly Kavanaugh, Program Secretary
Gabe Fobister, Senior Prevention Worker
Bernie Benoit, Casual/Relief 1:1 Worker
Frank McDonald, Casual/Relief 1:1 Worker
Rosemary O'Hearn, Casual/Relief 1:1 Worker
Elaine White, Casual/Relief 1:1 Worker

5 Years of Service

Beatrice Angeconeb, Family Services Worker
Frances Tzeremes-Antoine, Regular 1:1 Worker
Elizabeth Visser, Regular 1:1 Worker
Ian Lawson, Prevention Services Worker
Nathaniel Gillman, A/Prevention Services Worker
Damon Green, Casual/Relief 1:1 Worker
Daniel Henry, Casual/Relief 1:1 Worker
Lheen St. Clair, Casual/Relief 1:1 Worker
Cara Whiting, Casual/Relief 1:1 Worker
Tashina Copenace, Casual/Relief On-Call Worker
James Nash, Casual/Relief On-Call Worker
E. Margaret White, Casual/Relief On-Call Worker

^{*}Years of service based at September 1, 2017 and effective March 2001 when services were transferred from the former Abinoojii Family Services to Weechi-it-te-win Family Services.

D Services Committee

The focus of the agency has always been to provide services in a bi cultural way. However, Customary Care is our predominant practice, involving the families, communities and extended families in the lives of their children at all times. The establishment of a Family Services Committee in each community we serve provides the connection necessary between the family and the services provider. We honor our children and families through annual Feasts and Ceremonies, and through our teachings and practices.

Over the past year the Committee has continued its review of policies and procedures to ensure that culturally relevant practices remain the focus. This year our Chiefs endorsed for the agency a position that we will no longer participate in the movement to implement new provincially mandated training, as it is not culturally relevant to our practise.

The Directors of Services are the staff resources to this Committee.

Culturally Competent

Our Cultural Coordinator, in consultation with our Elders, provides a full range of traditional and cultural services, and individual consultations for healing or counseling.

Looking forward to the 2017/18 fiscal year, we are in collaboration with Giigidiziminaanig to develop a procedural Manual incorporating, among other things, the roles and responsibilities of our Elders Council, its composition and a description of contemporary and traditional services available through it.

• Family Prevention Services

The Prevention program has long been established in the Treaty #3 area. This community based family support program is designed to assist families manage any difficulties they may be experiencing to prevention family break down and the need for child protection services. Seven of our communities have devolved this service back to the day to day administration by the community, and seven remain with us at the tribal level.

Our Devolution Process

The concept of devolution is to give the authority to the First Nation, through a Service Agreement, to administer day to day child welfare and/or prevention services. The Service Agreement defines the roles and responsibilities of each party. This year, on July 1, 2017, we devolved prevention services to Northwest Angle #33 First Nation.

We continue to work towards the agreement signed with our Chiefs in 2006, the Declaration of Intent, regarding the return of services to the communities, through the realization of the Child Care Law for Treaty #3.

· Niigoniikaapawiitang Nanadaamowin

We continue to operate our extended protection counselling program, for our children in care, their caregivers and families and our staff.

Wasay-naa-goot Group Home

Our 6 bed, staffed specialized group home in Dryden meets the needs of youth aged 13-17 of either gender. This resource provides a safe residence for youth who have been diagnosed with Fetal Alcohol Syndrome Disorder (FASD) or are suspected to have FASD. The setting provides an effective spectrum of bi-cultural treatment services, specifically designed for youth diagnosed with FASD, to enable the youth's successful reintegration into the geographic community, the cultural community, and the youth's family.

The home is a central resource for the agency regarding youth with FASD: providing information and advice to other agency staff, caregivers and professionals, community members and family, as well as providing this service and supports to its residents.

Guiding principles include respecting the rights of youth; treating youth in accordance with their diagnosis, with respect and patience; acknowledging and celebrating youth strengths; consistent staff and role modelling; a supportive residential environment; promoting and experiencing aboriginal culture, teachings, and values; and promoting and supporting the family as identified by the youth.

The home has undergone multiple successful Ministry audits with the next scheduled for January 2018.

Staff Training

Our full time Staff Trainer is skilled to deliver the Foundations of Child Welfare Practice – Child Welfare Professional Series (formerly known as the New Worker Series). These courses are designed to provide the staff with the necessary tools to provide child protection services in the field.

This year our Chiefs endorsed for the agency a position that we no longer participate in the movement to implement new provincially mandated training, as it is not culturally relevant for our practises.

Emergency and After Hours Services

Anishinaabe Abinoojii Family Services has received/responded to a total of 2,407 after-hours calls for April 2016-March 2017.

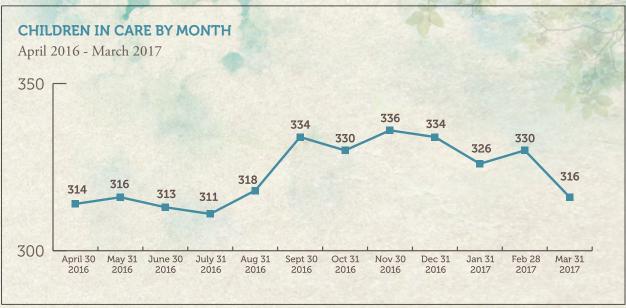
Emergency and After Hours Services, otherwise known as On-Call, responds to all calls of alleged protection concerns for any child or family within our catchment area. When a call of concern is made to On-Call, we consult with and use the resources that are available within each Community.

We provide On-Call Services for our community members within the City of Kenora and Dryden, the surrounding area and 13 member First Nations in the northern part of Treaty #3 territory.

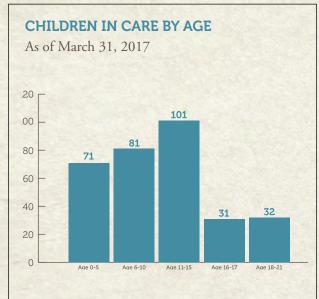
We collaborate with Wabaseemoong Child Welfare Authority and Kitapinoonjiiminaanik Family Services to provide on-call services to their communities as well. Shawendaasowin Child and Family Services in Naotkamegwanning First Nation provides their own on-call to their community and for Northwest Angle #33.

There are currently 44 On-Call Workers and each 12 hour shift involves 7 workers. These workers receive direction from the shift On-Call Supervisor.

Statistical Information

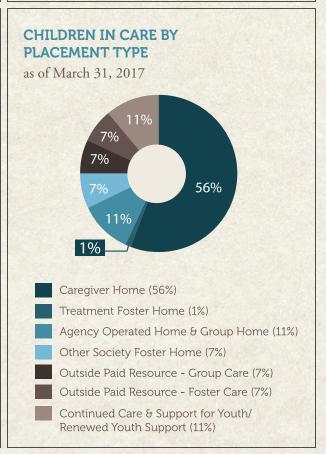






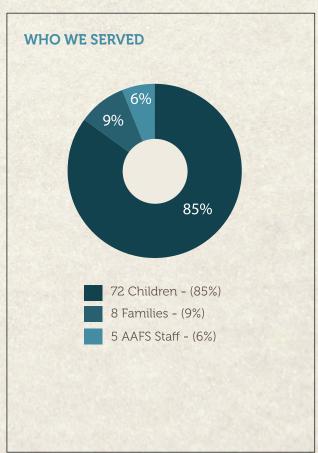


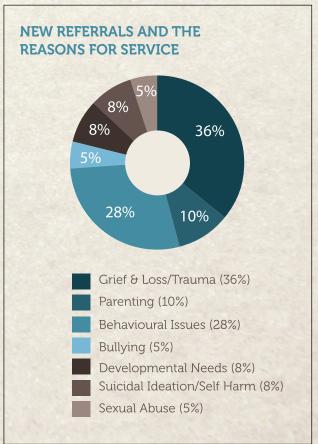






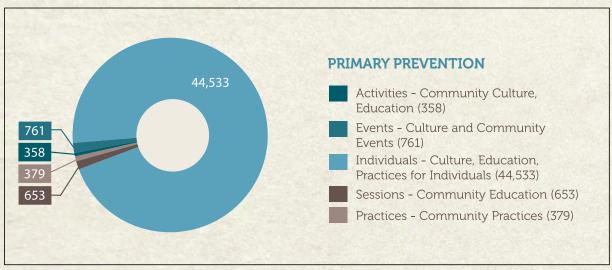
Nii Goni Kaa Pa Wii Tang Na Na Daa Mo Win Service Statistics April 1, 2016 – March 31, 2017

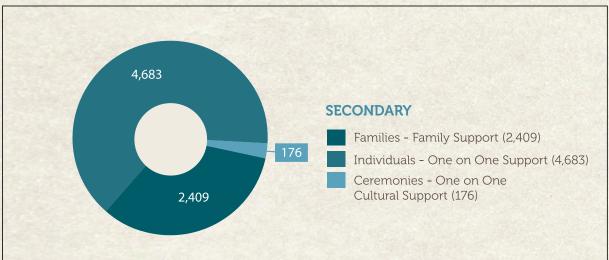


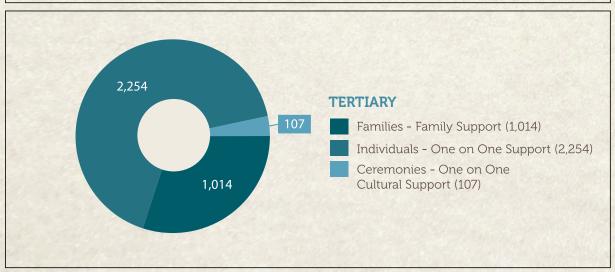


Prevention Services

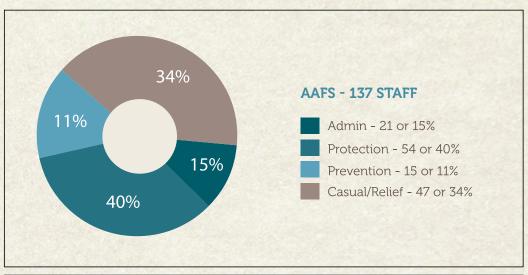
Service Statistics for April 1, 2016 - March 31, 2017

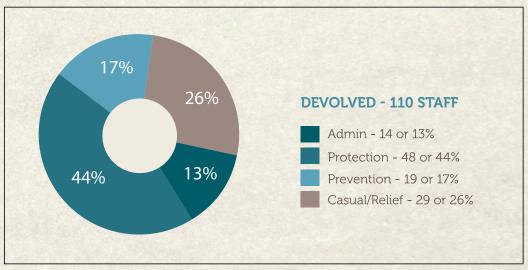


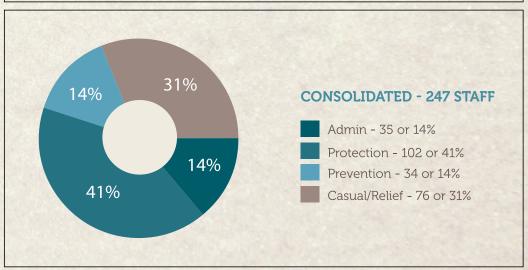




Staff Complement

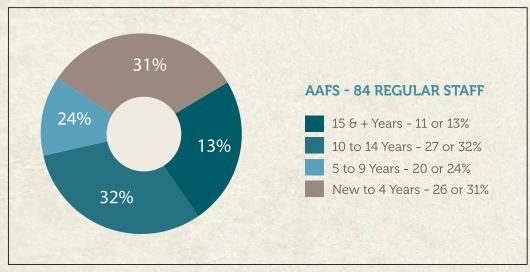


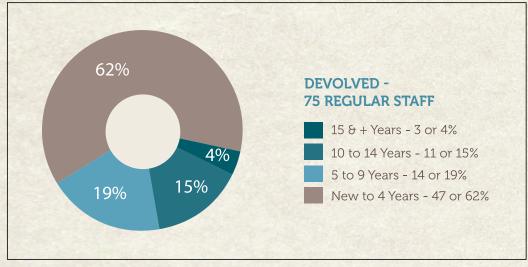


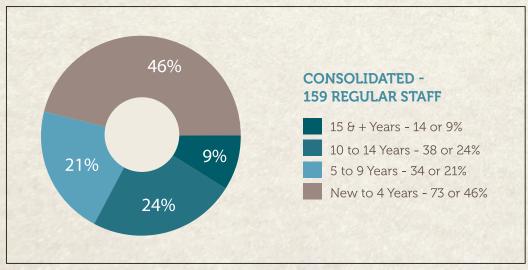


Years of Service

(Excludes Casual/Relief Staff)







Membership

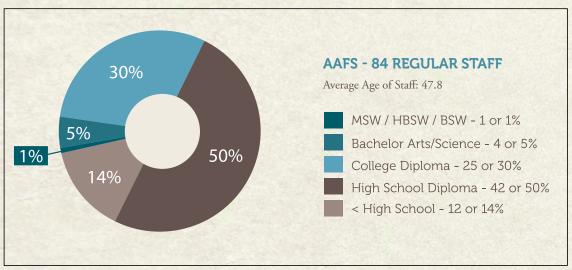


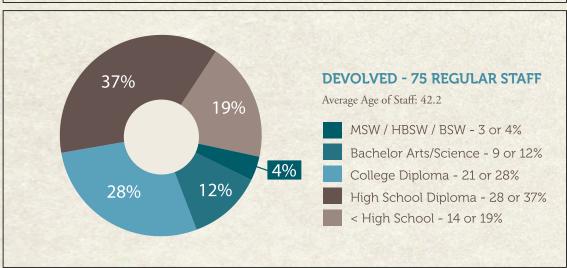


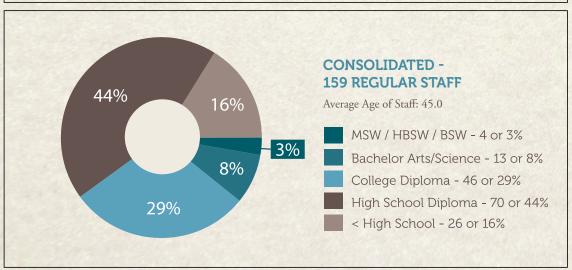


Educational Achievements

(Excludes Casual/Relief Staff)







Management and Operations

Executive Office

Larry W. Jourdain, Executive Director Dennis Petiquan, Associate Director Betsy Mandamin, Policy Analyst Kristine Reynard, Executive Secretary

Finance, Administration & Human Resources

Lisa Oakes, Director of Finance and Administration Julie Pearson, Director of Human Resources Lisa Bull, Finance Manager Greg Kolisnyk, Systems Manager

Child Welfare Services

Sean Spencer, Director of Services Vacant, Director of Services Anne Perrault, Program and Administration Secretary

Kenora and Area Team:
Doreen Parmeter, Manager

Dryden Team: Karen Taylor, Manager Alternative Care Team: Sandy Carlson, Manager

Investigations and Assessments: Roberta Cantin, Manager

Cultural Services

Clarence White, Cultural Coordinator

Services Devolved;

Carmen Bird, Director of Services, Shawendaasowin Child and Family Services Adolphus Cameron, Executive Director, Wabaseemoong Child Welfare Authority Sylvia Pahpasay-Wapioke, Director of Services, Kitapinoonjiiminaanik Family Services

Family Prevention Services

Preston Copenace, A/Resource Manager

Head Office

Finance and Administration

1 Apartment Drive, Wauzhushk Onigum Nation Box 1360, Kenora, ON P9N 3X7 Phone: (807) 548-1099 | Toll Free: 1-866-548-1099

.....

Fax: (807) 548-1345

Services

Protection Services

20 Main Street South, Kenora, ON P9N 1S7 Ph: (807) 468-6224 | Toll Free: 1-866-420-9990 Fax: (807) 468-6643

Prevention Services

20 Main Street South, Kenora, ON P9N 1S7 Ph: (807) 468-6224 | Toll Free: 1-866-420-9990 Fax: (807) 468-6643

Niigonikapaawiitong Nanadaamowin

12 Main Street South, Kenora, ON P9N 1S7 Ph: (807) 468-6224 Fax: (807) 468-6643

Community Based Offices

PROTECTION SERVICES

Shawendaasowin Child and Family Services

Naotkamegwanning First Nation (Naotkamegwanning, NWA 33 First Nations) Ph: (807) 226-2844

Kitapinoonjiimiinaanik Family Services

Grassy Narrows First Nation Phone: (807) 925-2525 Kenora Office: (807) 468-8238

Wabaseemoong Child Welfare Authority

Wabaseemoong Independent Nation Ph: (807) 927-2222, ext 296

Dryden Office

(Eagle Lake, Wabigoon, Wabauskang First Nations) Ph: (807) 223-4953

PREVENTION SERVICES

Shawendaasowin Child and Family Services Ph: (807) 226-5172

Kitapinoonjiimiinaanik Family Services

Ph: (807) 925-2522

Wauzhushk Onigum Nation

Ph: (807) 548-5663

Wabaseemoong Child Welfare Authority

Ph: (807) 927-2000, ext 299/298

Ochiichagwe'Babigo'Ining First Nation

Ph: (807) 548-5876, ext 225/258

Migisi Sahgaigan First Nation

Ph: (807) 755-1586

Obishikokaang First Nation

(Frenchmen's Head Kejick Bay, Whitefish Bay) Ph: (807) 582-3805/582-9610

Northwest Angle #33

Dog Paw location - Ph: (807) 226-9926 Angle Inlet location - Ph: (807) 733-2200/733-3682

Animakee Wa Zhing #37

Windigo Island location - Ph: (807) 733-3758 Regina Bay location - Ph: (807) 226-1170

Iskatewizaagegan #39 Independent Nation

Ph: (807) 733-2560

Shoal Lake #40 First Nation

Ph: (807) 733-9952

Wabauskang First Nation

Ph: (807) 529-6348

Wabigoon Lake Ojibway Nation

Ph: (807) 938-2313

Obashkaandagaang First Nation

Ph: (807) 543-2532