NASKAPI
NATION of
KAWAWACHIKAMACH

2024–2025 Annual Report

WHO WE ARE

ᐊᓯᒋᑕᐱᒥᑎᓱᔭᐦ

Vision Statement

ᐊᐱᑯᒋᒃ ᐃᔪᒃ ᒪᐦᔭᐃᑕᒃ ᒪᒧ ᐋᒋᑐᔅᒐᒥᑐᒃ ᐊᒋᑕᐸᑕᒃ ᐊᔭᔭᑎᓐᑎᓱᒃ, ᒥᔪᐱᒪᑎᔪᐅᓂᒃ, ᑭᔭ ᐃᔪᐦ ᐊᐱᒪᑎᓯᑦᓴ

A unique Nation proudly working together towards autonomy, prosperity, and cultural longevity.

ᐊᐱᒧᑕᑲᓄᒃ ᐊᑐᔅᒐᐅᓐ

Mission statement

ᐊᐅᔅᑯᐃᔅᑐᐋᑲᓄᒃ ᐃᔪᒃ ᐊᓐᑕ ᐊᓯᑐᔅᑲᔅᑐᐋᑲᓄᒃ ᐊᐋᐃᒐᑲᓄᒃ ᑭᔭ ᐊᒥᔭᑲᓄᒃ ᒐᐦᑲᔪᐦ ᒐᒋ ᐊᑐᔅᑲᔅᑕᒃ ᔅᑎᐃᔨᒥᓄᒃ, ᐊᐃᑲᐳᐃᑕᑲᓄᒃ ᐊᓐᑕ ᐊᐱᒋᑕᑲᓄᒃ ᐊᔅᑯᑎᒪᒐᐅᓐ, ᐃᔪᐦ ᐃᔨᒧᐅᓐ, ᐃᔪᐦ ᐃᑐᐅᓐ ᑭᔭ ᐅᒋᒪᐅᓐ ᐊᓐᑕ ᓂᑲᓄᒃ ᒐᒋ ᒥᔪᐱᒪᑎᓯᓇᓄᒃᓴ

Empowering our Nation by providing services and opportunities to our members, building capacity through education, language, culture, and leadership for a brighter future.

Our Values

RESPECT, WELL-BEING, ACCOUNTABILITY, RESILIENCE, EMPOWERMENT



OUR HISTORY

Before colonial contact, Naskapi people led a largely nomadic existence and occupied their ancestral lands through harvesting and other land-based practices. In fact, Naskapi traditional hunting routes extend far beyond Category IA-N land and even the Naskapi Area of Primary Interest, as defined in the Cree-Naskapi Commission Act (1984).

In 1956, Indigenous Services Canada (ISC), previously known as the Department of Indian Affairs and Northern Development, organized for the Naskapis to move away from Fort McKenzie, known by the Naskapis as Waskaikinis (ᐋᐢᑲᐃᑭᓂᐠ), to the mining town of Schefferville.

Following the signing of the Northeastern Québec Agreement (1978), Naskapis decided to relocate and began building what is now known as the community of Kawawachikamach.

INTRODUCTION

ᐋᒋᔭ,

I am honoured to share this annual report with the members of the Naskapi Nation of Kawawachikamach. As we reflect on the past year, we give thanks for the strength of our people and for the guidance of our Elders, whose teachings continue to show us the right path forward.

Our community moves ahead by remembering who we are as Naskapi people—connected to the land, our language, and one another. I thank Council, staff, and community members for carrying these values into their work and for caring for our Nation and future generations. We recognize that things do not always go as planned, but together we can find solutions to make our community stronger.

As we continue our journey, may we walk together with respect, humility, and responsibility, guided by our traditions and the wisdom passed down to us. I am grateful to serve our people and to work together for a strong and enduring Naskapi Nation.

Chief Louise Nattawappio



INTRODUCTION

ᐋᒋᔭ,
On behalf of the Naskapi Nation, we are pleased to present to you the Annual Report for 2024-2025. I am always proud of the hard work that our Nation continues to provide for our community members. We have reached many milestones since our organization's establishment.

And we are on a journey to create lasting change, promote transparency, and ensure collaboration among all departments and organizations working for the Naskapi Nation. We have come a long way from the hardships of our ancestors; let us always be thankful for the small wins as we always strive to be better than yesterday.

ᐊᑯᑕ,

Stella Pien
Director General





HIGHLIGHTS

Elders Gathering and Cultural Site Development

In August 2024, the Naskapi Nation hosted the Elders Gathering at the newly developed Cultural Site near Lake Hanaas, marking the first time the gathering was held in Kawawachikamach since 2005, when it took place at the old airport. Over 200 Elders from First Nations across Quebec attended, along with their helpers and workers. The gathering was held while construction of the Cultural Building was underway and marked a significant milestone in revitalizing this site as a place for language, culture, and intergenerational knowledge sharing.

Boardwalk Phase One Completion and Recognition

The first phase of the Cultural Site boardwalk was completed and officially opened in October 2024. The project received significant national and international recognition, including the 2025 National Award of Excellence from the Canadian Society of Architects. It also earned three major honors at the Grands Prix du design ceremony: Award of the Year in the Landscape & Territories category, Grand Winner in the Landscape & Territories category for Rural Landscape Architecture, and Grand Winner in the Landscape & Territories category for Landscape plus Wood.

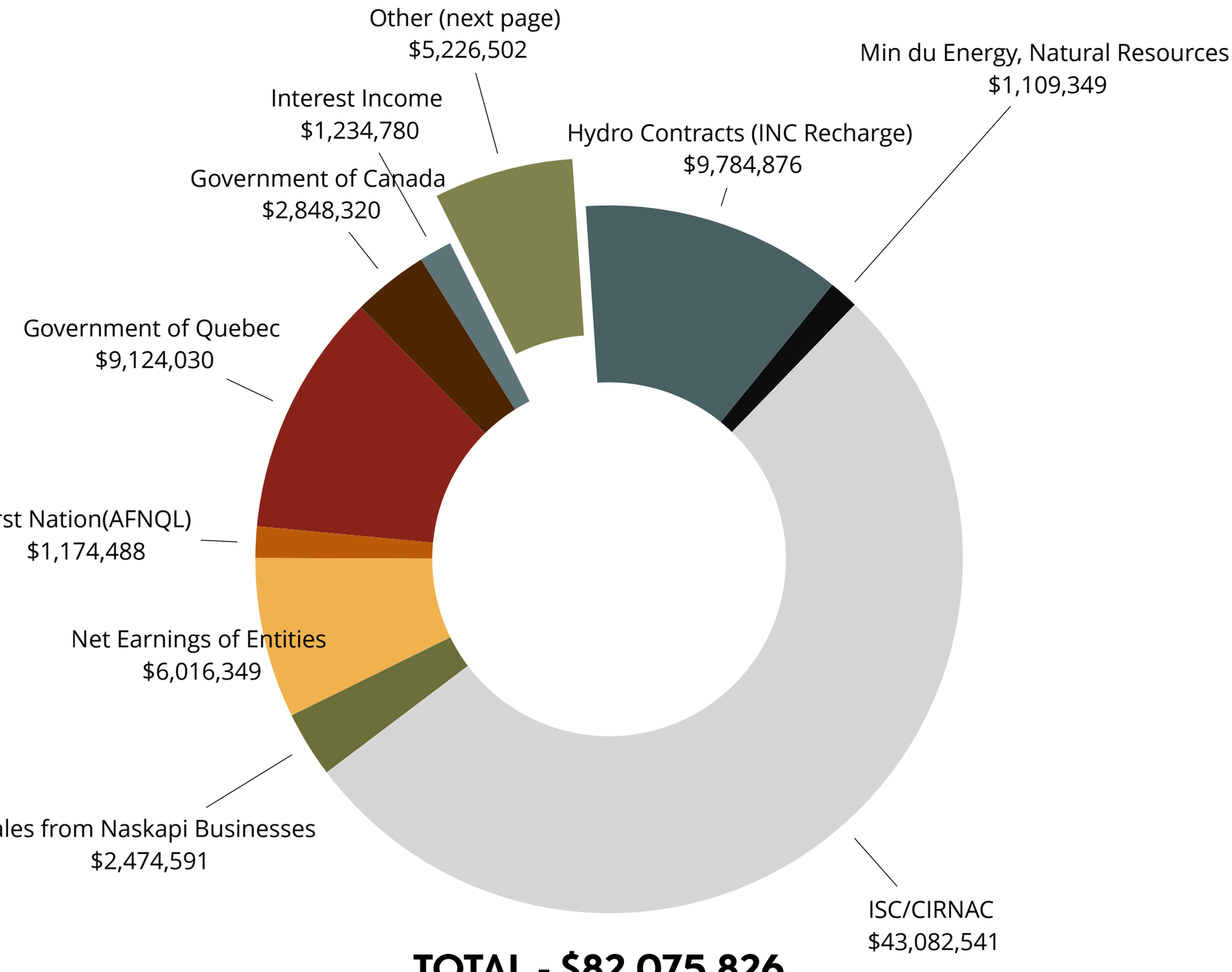
Completion of the Cultural Building

Construction of the Cultural Building was completed to support ongoing cultural activities and community gatherings. The space will host major events, including the Women’s Gathering planned for fall 2026, and will serve as a central place to preserve and celebrate the Naskapi language and culture.



FINANCIALS

WHERE DID THE INCOME OF THE NATION COME FROM?

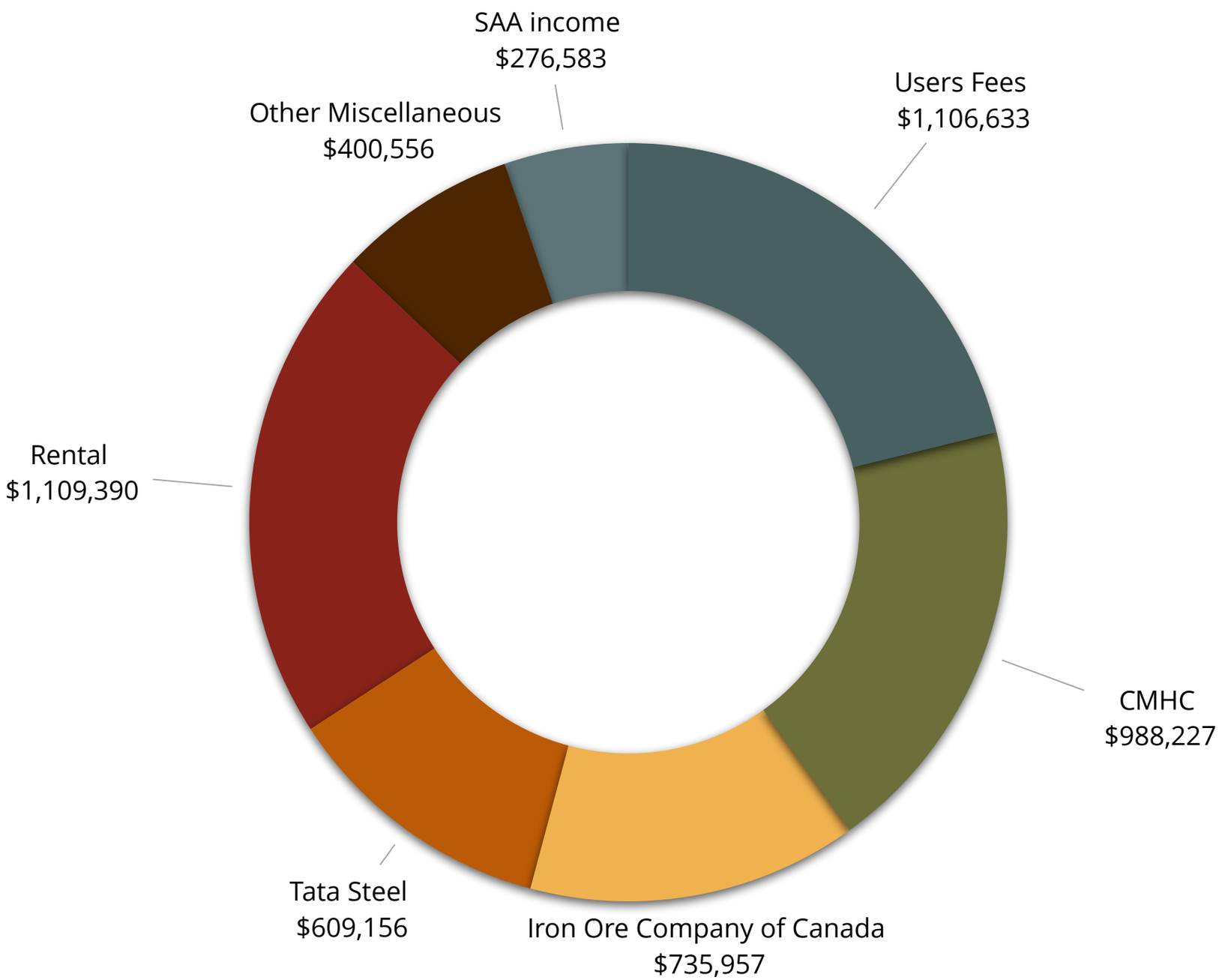


TOTAL - $82,075,826



FINANCIALS

OTHER INCOME

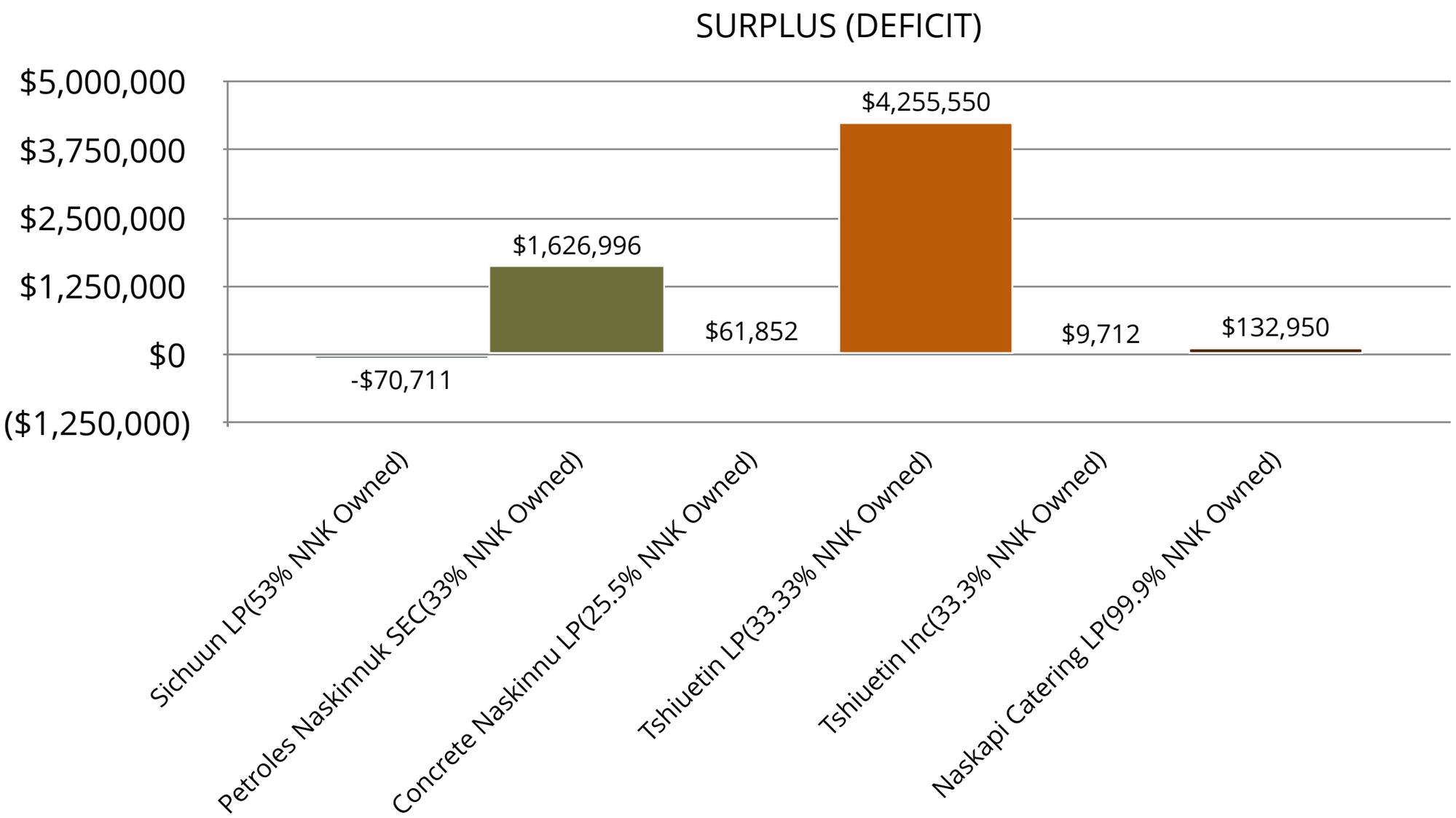


TOTAL Other income - $5,226,502



FINANCIALS

NET EARNINGS OF INVESTMENTS OF NNK ENTITIES

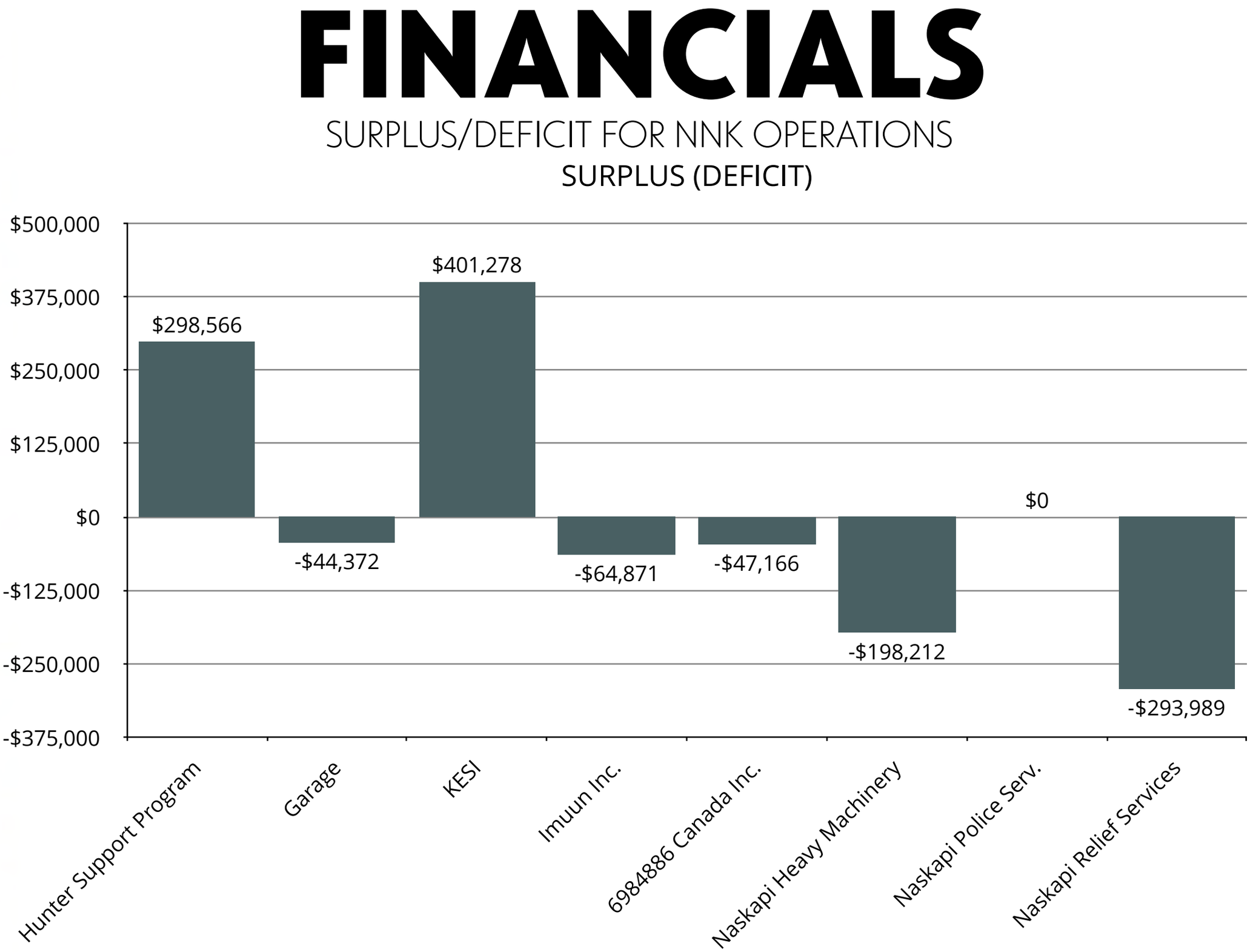


TOTAL - $3,492,576



FINANCIALS

SURPLUS/DEFICIT FOR NNK OPERATIONS

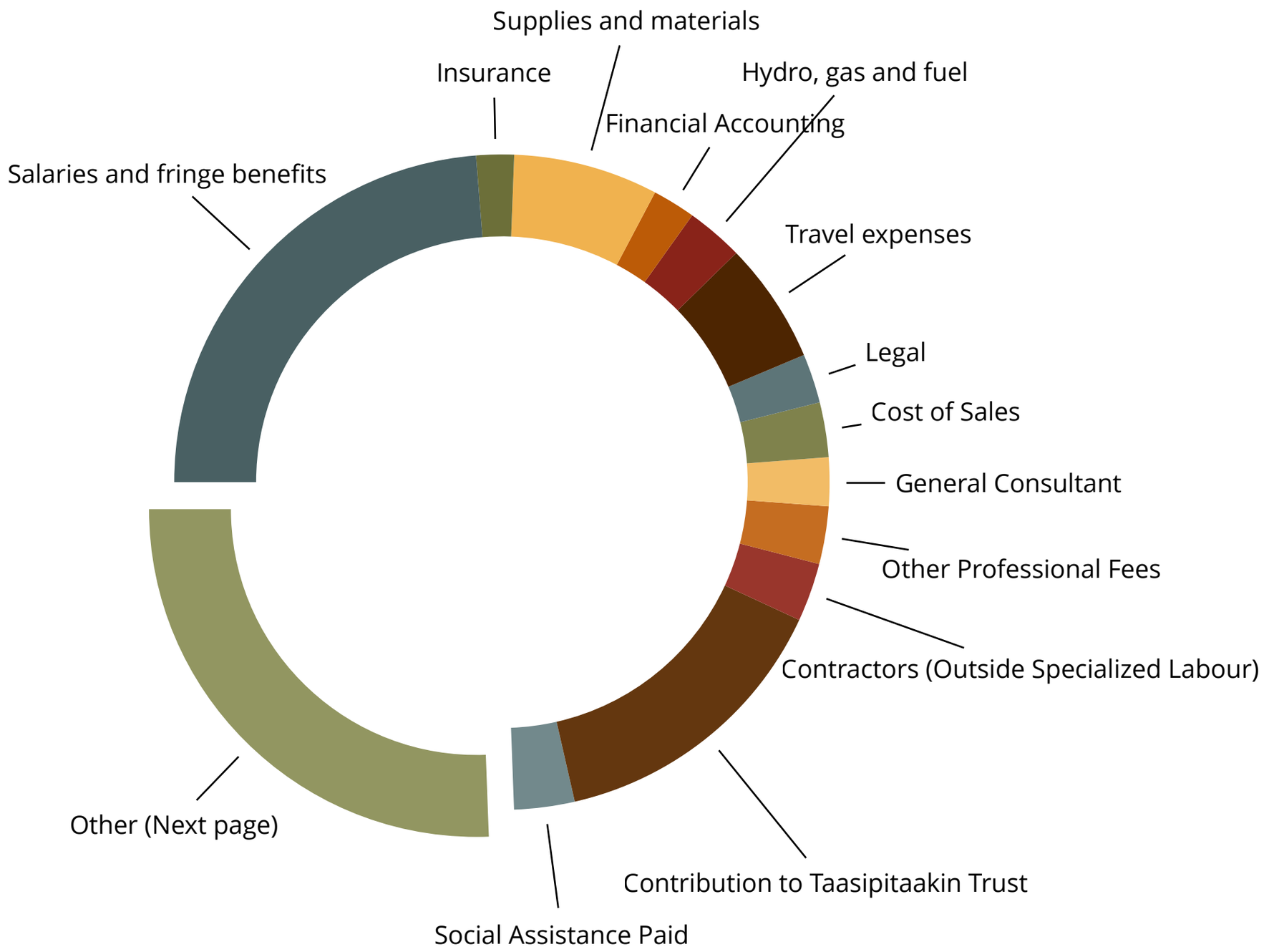


TOTAL - $51,234



FINANCIALS

HOW DID THE NATION SPEND ITS MONEY?

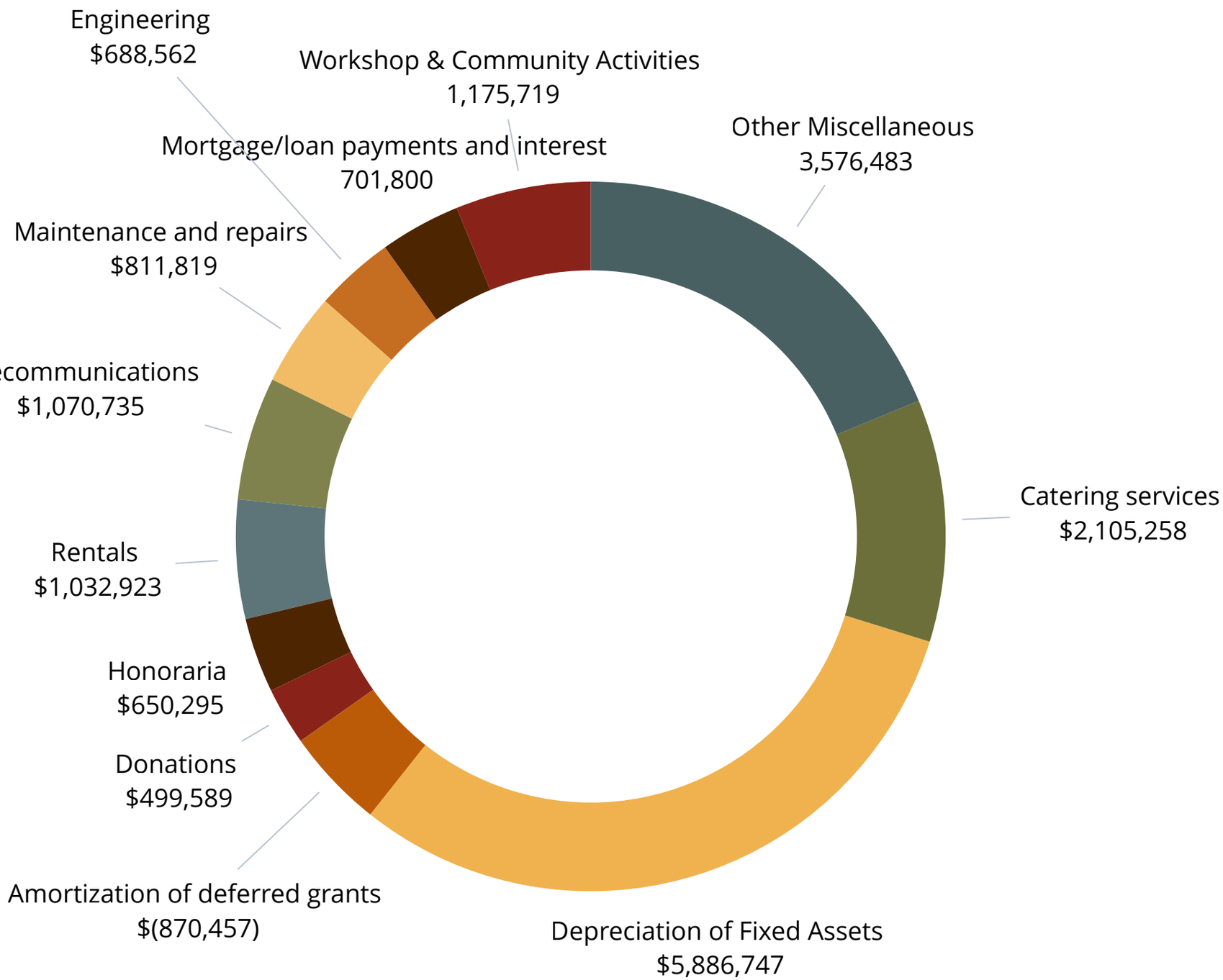


TOTAL - $67,719,426



FINANCIALS

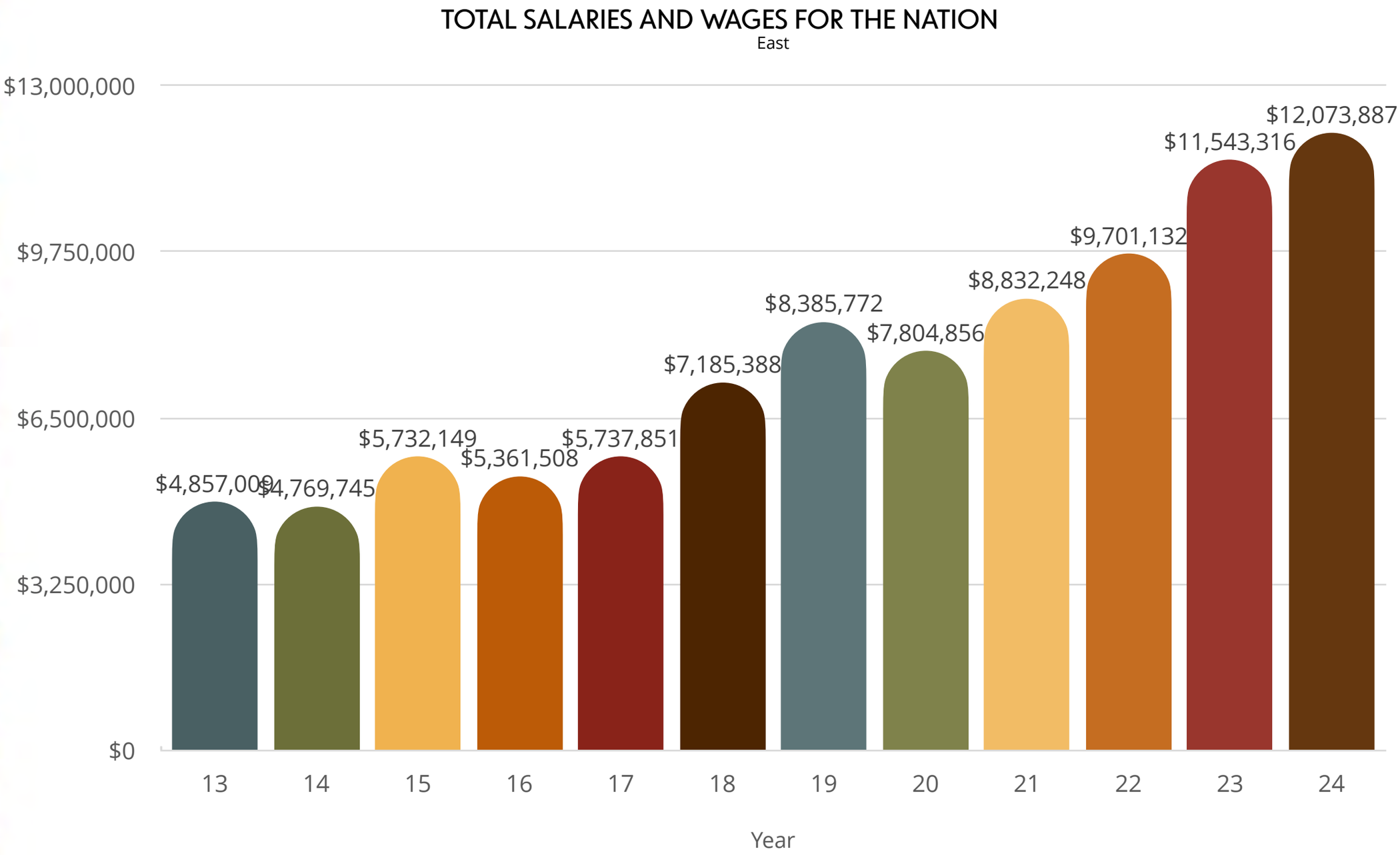
OTHER EXPENSES



TOTAL - $17,329,473



FINANCIALS

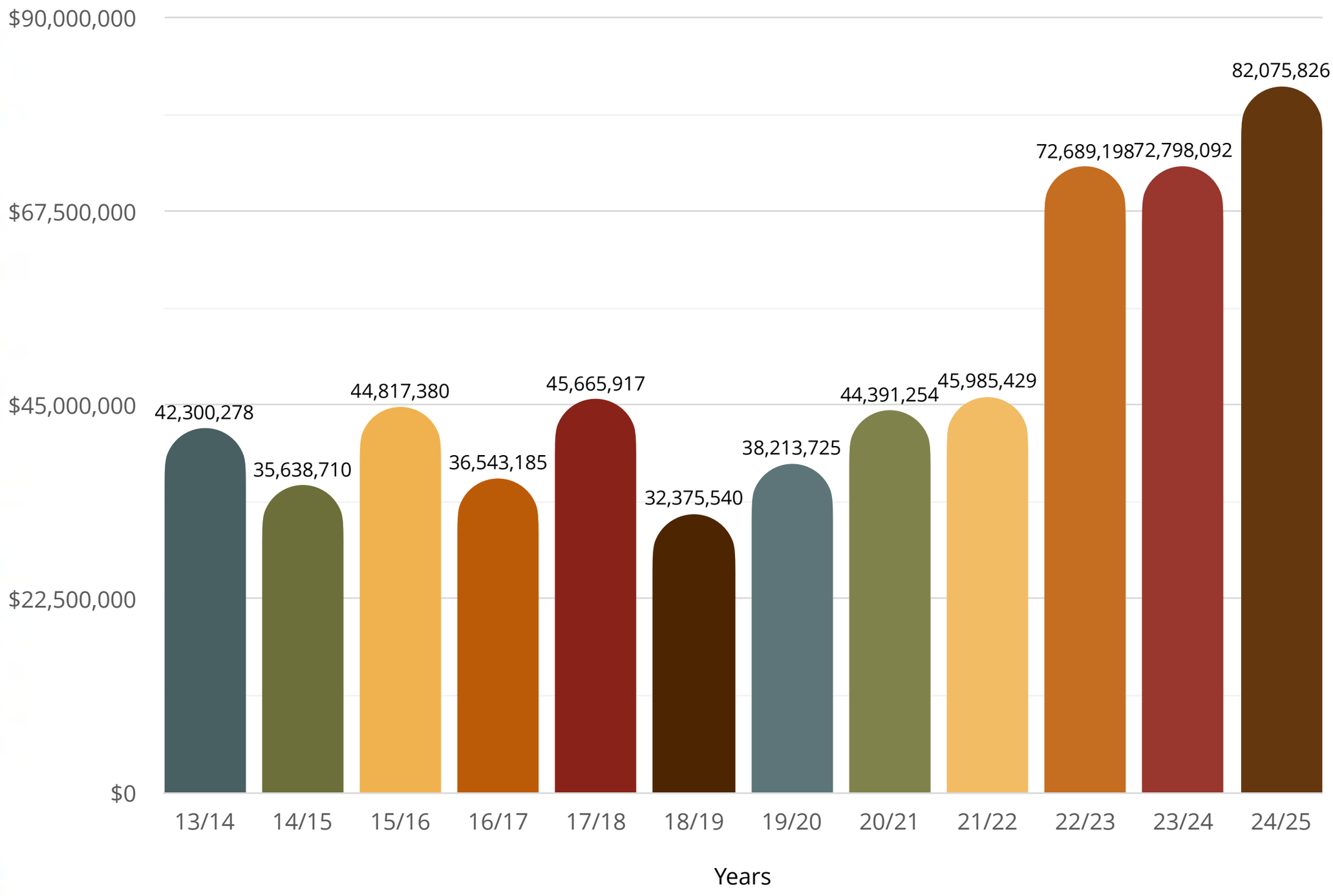


Total wages paid to members of the Nation over the years, by organizations controlled by Band Council (excluding KESI, 6984886 Canada Inc, NHM, and Sachidun)



FINANCIALS

TOTAL REVENUES FROM ALL SOURCES





FINANCIALS

CAPITAL PROJECTS AND ADDITIONS

Completed, Purchases and Work in progress(Capital Projects)

Completed	
•House 157 A.P. Low	$499,217
•House 208 Gagnon	$207,403
•Crawl Spaces – Housing	$823,851
•RHI Singles(6) 3.0 HB17	$4,268,686
•RHI Duplexes(2) 3.0 HB17	$1,748,455
•Police Duplex	$1,297,835
•New Sector	$523,280
•Police - New Station 2021-23	$35,743
•Nurses Residence Infrastructure	$553,106
•Community Boardwalk	$1,728,508
•Cross	$222,066
•Greenhouse	$117,296

Work in Progress	
•Houses(3) Housebuild 18A	$1,786,523
•Houses(3) Triplex HB18B	$1,525,725
•IIHI Multiuse Building	$441,263
•Arena	$50,774
•Scrap Metal	$227,054
•Sewage Lifting Station	$110,178
•Water Treatment Pr	$20,142,565
•WIND MASTS	$674,290
•Lake Hanas Cultural Site	$3,951,179
•Pool Repair	$310,914

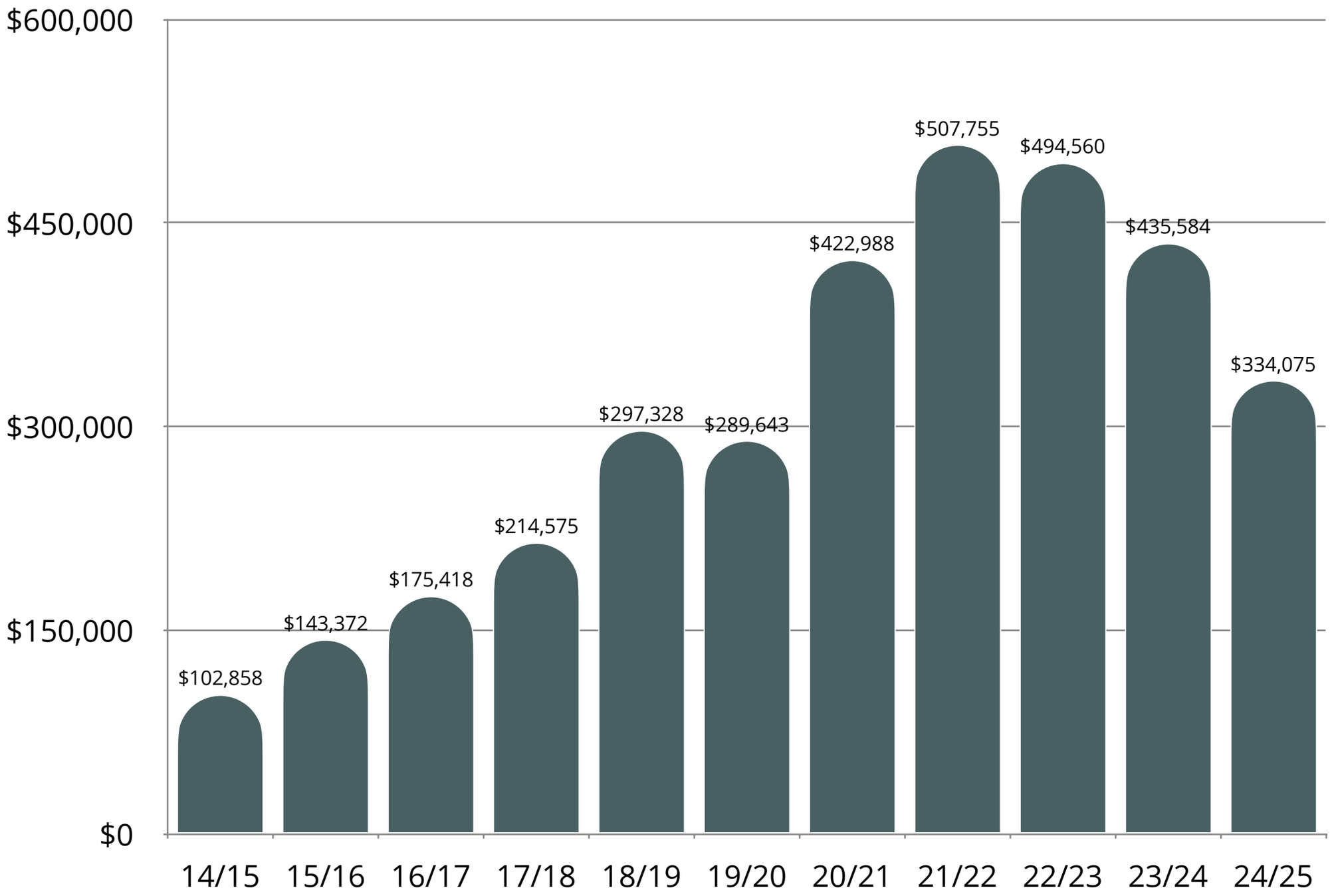
- **Purchases**

• Police Equipment Defibrilators	$15,165
• Police Equipment Alcohol Screening Device	$18,563
• Police Equipment Tasers	$61,977
• Police 2x2024 ATV Outlanders	$49,488
• Police 2025 Boat & Trailer	$29,679
• Police 2023 Chev Tahoe 1606	$89,599
• Police 2023 Chev Tahoe 8811	$84,163
• Police 2024 Ford Expedition 7469	$105,198
• Police 2024 Ford Expedition 6566	$105,198
• Waste Equipment	$104,653
• 2024 Ford F-150...37054 (D) 24/25	$77,912
• 2024 GMC..69835 Wildlife (D) 24/25	$87,389
• 2024 Western Star	$316,873
• 2024 Kenworth	$309,560



FINANCIALS

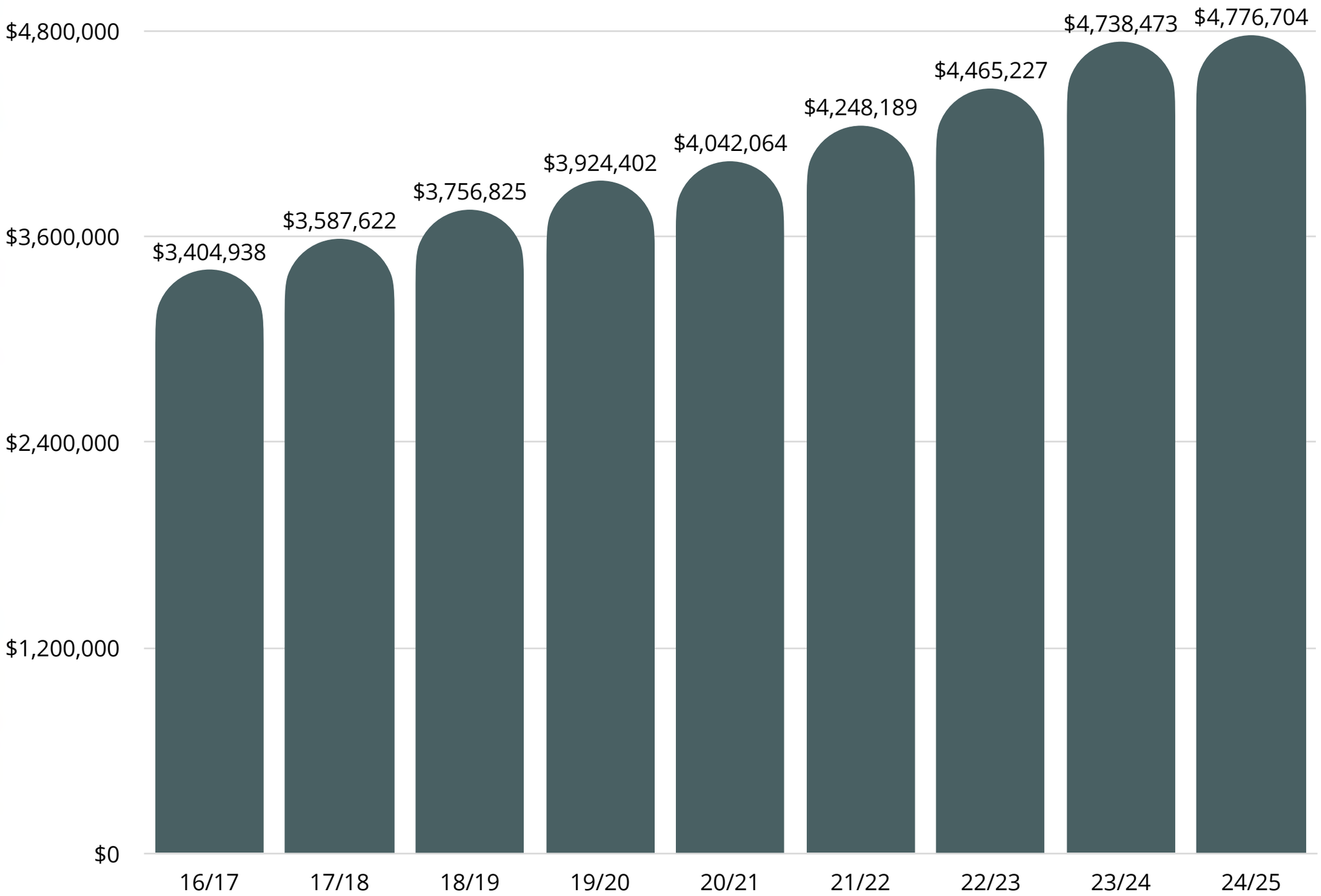
HOUSING RENT COLLECTED BY THE NATION OVER THE YEARS





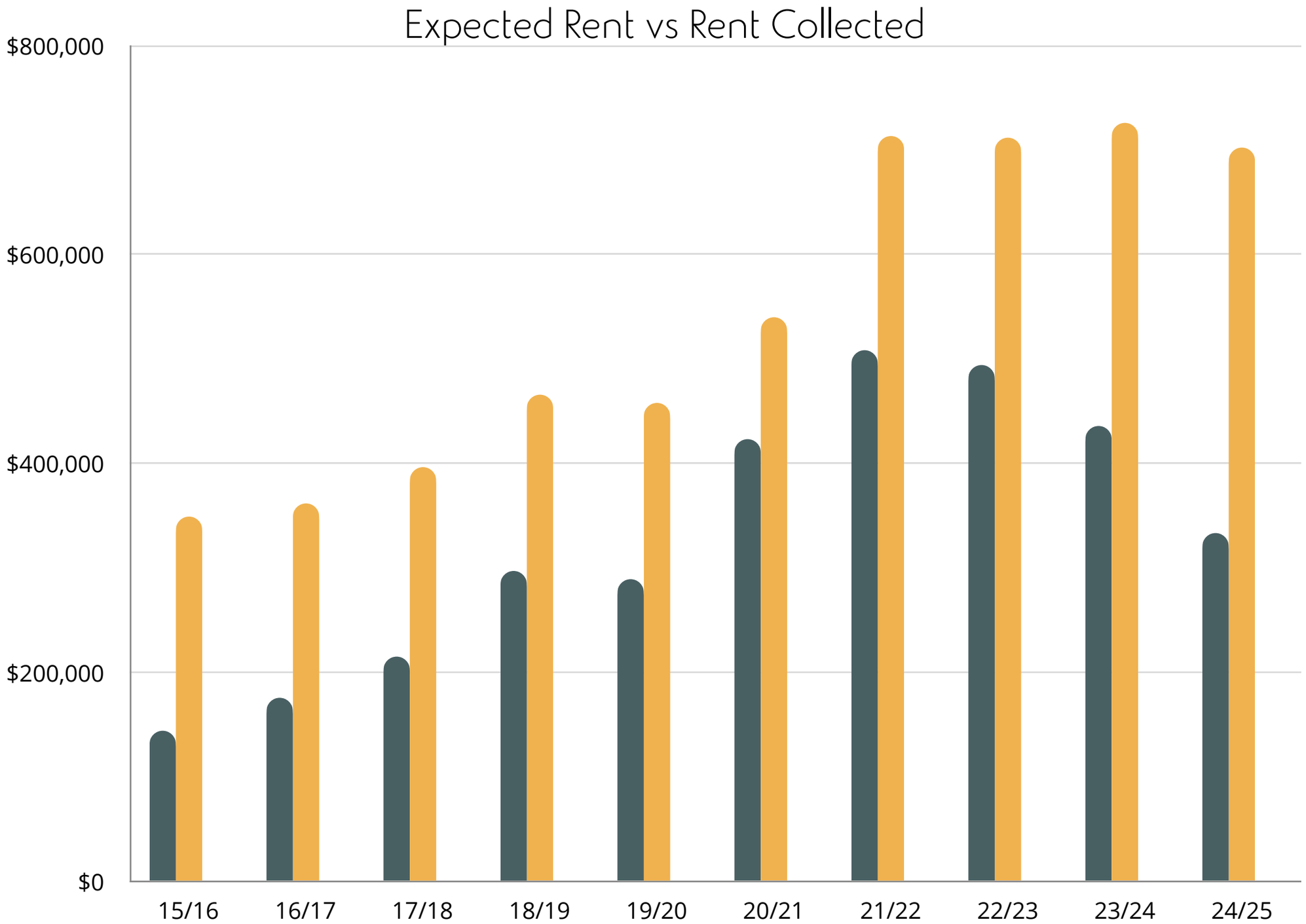
FINANCIALS

TOTAL UNCOLLECTED HOUSING RENT





FINANCIALS

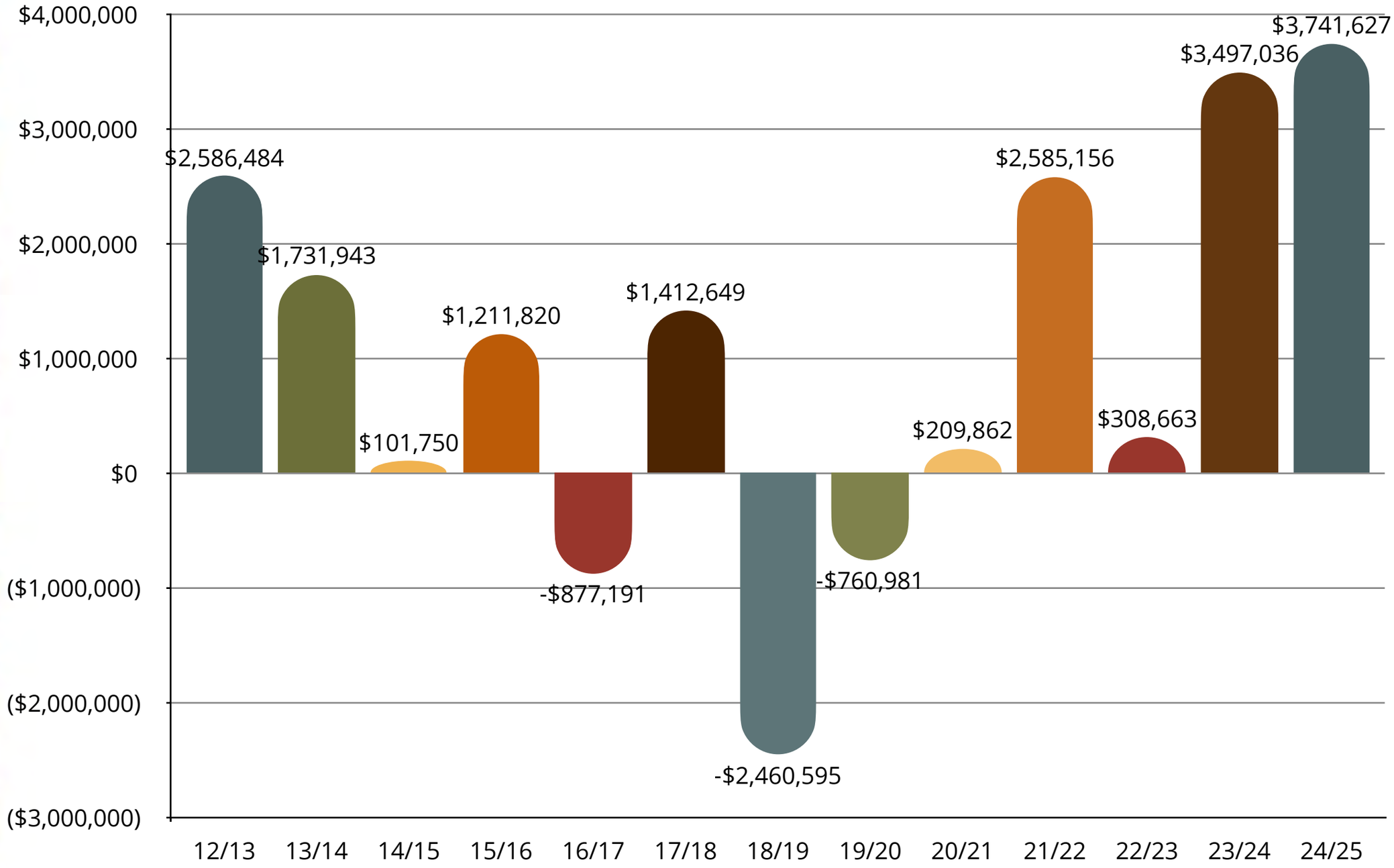

Expected Rent vs Rent Collected
$800,000
$600,000
$400,000
$200,000
$0
15/16
16/17
17/18
18/19
19/20
20/21
21/22
22/23
23/24
24/25



FINANCIALS

TOTAL ANNUAL SURPLUS (DEFICIT) EXCLUDING CAPITAL ADDITIONS

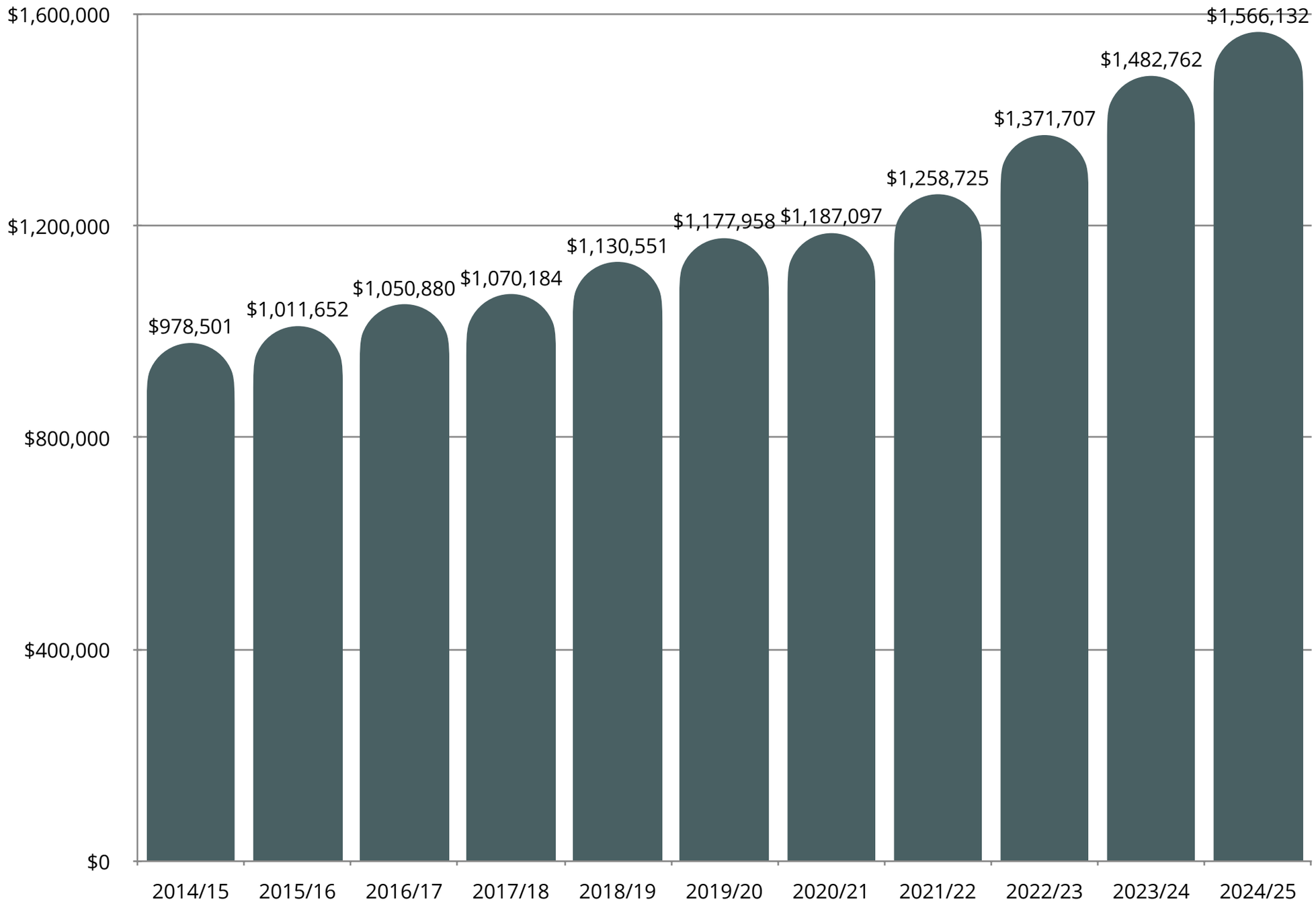
SURPLUS (DEFICIT)





FINANCIALS

NASKAPI PARTNERSHIP AGREEMENT RECEIVED BY NNK



GOVERNANCE

MANDATE

Acting through its Council, the Nation has the following mandate under the Naskapi and the Cree-Naskapi Commission Act (1984):

(a) to act as the local government authority on its Category IA-N land;
(b) to use, manage, administer, and regulate its Category IA-N land and the natural resources thereof;
(c) to control the disposition of rights and interests in its Category IA-N land and in the natural resources thereof;
(d) to regulate the use of buildings on its Category IA-N land;
(e) to use, manage and administer its moneys and other assets;
(f) to promote the general welfare of the members of the band;
(g) to promote and carry out community development and charitable works in the community;
(h) to establish and administer services, programs and projects for members of the band and other residents of Category IA-N land and residents of the Category III land referred to in paragraph 6(b);
(i) to promote and preserve the culture, values and traditions of the Naskapi; and
(j) to exercise the powers and carry out the duties conferred or imposed on the band or on its predecessor Indian Act band by any Act of Parliament or regulations made thereunder, and by the Northeastern Quebec Agreement.

On September 11, 2024, a new Council was elected for a three-year mandate. The inauguration of the newly elected Council was held on December 7, 2024, at the Naskapi Community Centre.



GOVERNANCE

Council Portfolios

Chief Louise Nattawappio
Intergovernmental Affairs Youth and Women Issues, Emergency Preparedness, Police/Justice,

Deputy Chief Nathan Uniam
Intergovernmental Affairs, Environment, Mining, Energy, Economic Development, Finance, Training and Employment, Emergency Preparedness, Recreation, Men's Issues

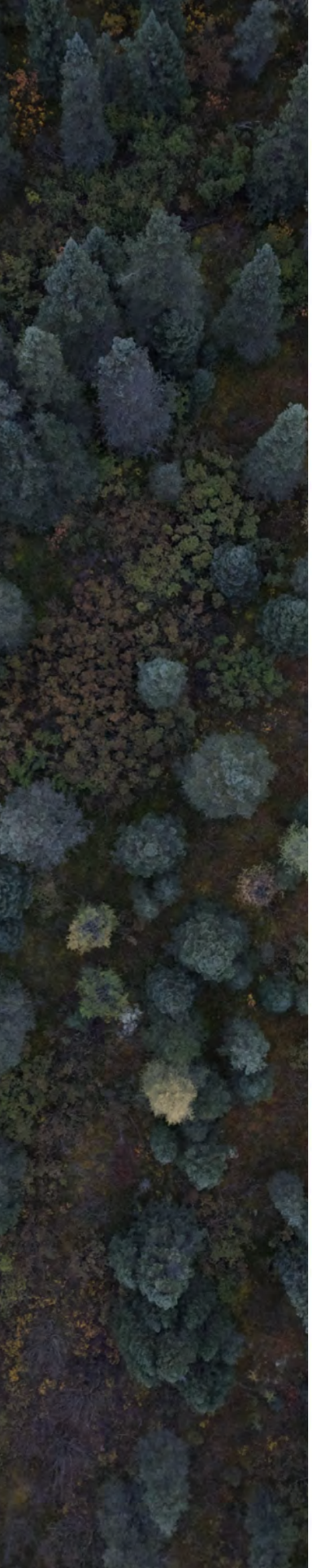
Councillor Luke Swappie
Housing, Language and Culture; Hunting, Fishing, and Trapping Rights; Hunter Support Program.

Councillor – Nigel Einish
Health and Social Services, Economic Development, Finance, Education, Language and Culture, Elder's issues,

Councillor Ronald Tooma
Housing, Energy, Hunting, Fishing, Trapping Rights, Hunter Support Committee, Education, Recreation, Language and Culture, Men's Issues, Elder's issues,

Councillor Timothy Pien
Energy, Hunting, Fishing, Trapping Rights, Hunter Support, Police/Justice, Committee, Emergency Preparedness, Language &, Culture Men's Issues, Elder Issues,

Councillor Louise Mameanskum
Health and Social Services, Youth and Women Issues, Environment, Mining, Training and Employment, Culture & Language, Elder issues



ENVIRONMENT

Billy Shecanapish, Environment Officer
During the 2024–2025 fiscal year, several environmental files moved forward, focusing on land protection, climate planning, food security, and wildlife monitoring.

Nunavik Protected Areas

Work continued on the Nunavik protected areas process, which aims to permanently protect portions of the territory.

In 2024–2025, Phase 2 began, focusing on refining boundaries, defining conservation objectives, and discussing long-term management.

An in-person engagement session took place in Kuujjuaq in December 2024, with 4 Naskapi representatives participating.

Key messages included the importance of applying the 20% target to the Naskapi territory, increasing Naskapi involvement, and adjusting boundaries of the protected areas.

Climate Action Plan

Progress continued on the development of the Naskapi Climate Action Plan during the 2024-2025 fiscal year, which is intended to guide both climate mitigation and adaptation efforts.

The plan focuses on reducing greenhouse gas emissions, exploring renewable energy opportunities, and strengthening community resilience to climate impacts.

The Climate Plan has been completed and is expected to be published in 3 languages (Naskapi, English, and French) this year.



ENVIRONMENT

Northern Conservation Area Pilot Project

In 2024–2025, the Nation launched a pilot project with the government of Québec to explore the creation of a Northern Conservation Area within the Naskapi Area of Primary Interest.

A multi-party committee composed of Naskapi, the Ministry of the Environment, Société du Plan Nord, and KRG representatives was established and held its first meeting in September 2024. A $400,000 funding commitment was secured, and the project will continue through March 2026.

Greenhouse

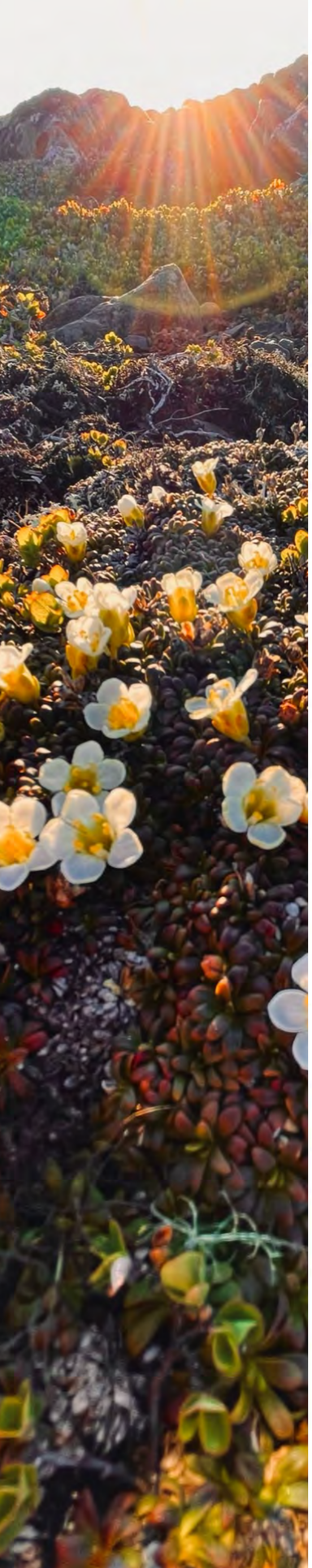
The community greenhouse continued to support local food initiatives and learning opportunities for JSMS students.

Raised beds were added in 2025, and a full-time greenhouse operator was hired to maintain production and encourage community participation.

Environmental Monitoring & Site visits

Regular site visits were conducted at TSMC to raise concerns regarding dust, water quality, access roads, landfill management, and wildlife monitoring.

Participation also continued in environmental monitoring committees, including discussions related to caribou monitoring.



ENVIRONMENT

Biodiversity monitoring

In partnership with the MELCCFP and local wildlife officers, biodiversity monitoring stations were installed to collect data on insects and other species.

This work helps track ecological changes linked to climate change and is expected to continue annually.

Wildlife Management Sub-table

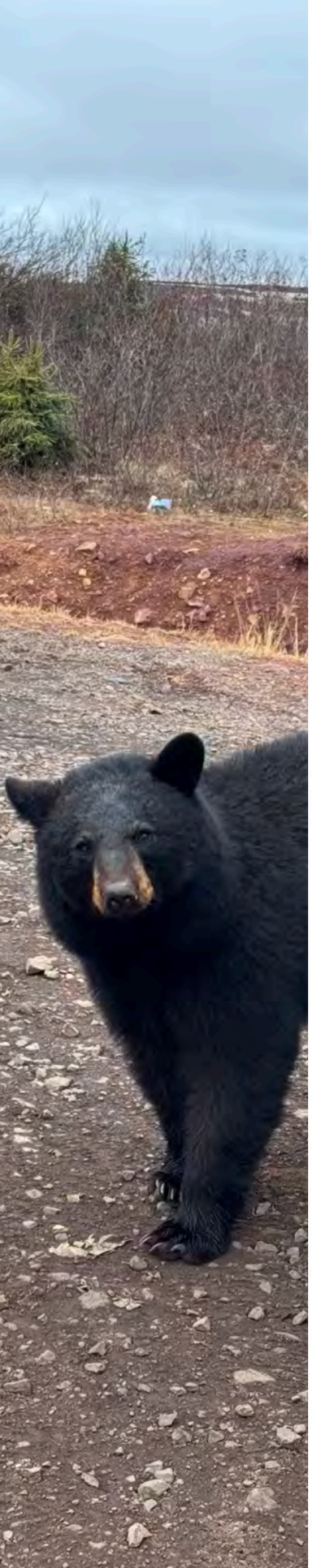
The Nation participated in the Wildlife Management Sub-table, which brings together the Cree, Inuit, and Naskapi to modernize wildlife management under the JBNQA and NEQA.

The table focuses in particular on migratory caribou and aims to support the development of a Nation-led caribou management regime across the territory.

Hunting, Fishing, & Trapping Coordinating Committee

The Nation also attended meetings of the Hunting, Fishing, and Trapping Coordinating Committee, where Indigenous and government representatives jointly address wildlife and harvesting issues.

During 2024–2025, a significant focus was on the concerning status of the George River and Leaf River caribou herds. Planning began in March 2026 for a large inter-community workshop to identify conservation and recovery measures.



WILDLIFE PROTECTION

From October 1, 2024, to March 31, 2025, the Naskapi Wildlife Protection Program conducted regular wildlife patrols throughout the Naskapi sector of Zone 23 using vehicles and snowmobiles.

Patrols focused on key lakes, access roads, and travel corridors to maintain a deterrent presence, monitor compliance, and provide information to hunters and land users. The team supported partner initiatives, including assisting with a regional bird survey and participating in the Piyaasiis Project.

Winter operations included continuous snowmobile patrols and preparation and maintenance of equipment. In March 2025, Wildlife Protection Assistants supported the Naskapi and Innu caribou hunt by assisting Quebec Wildlife Officers with monitoring, surveys, and helicopter patrols.

HUNTER SUPPORT PROGRAM



According to an agreement, the Naskapi Village of Kawawachikamach must send a report about the Naskapi Hunter Support Program (HSP) to the minister in Québec every year.

This report is due 90 days after the end of each Program Year, which means it needs to be sent by June 29. The Program Year starts on April 1 and ends on March 31 of the next year.

In the report, there's a table that shows how much money was spent on different activities for the current Program Year.

More details about each activity will be shared on the next pages.

HUNTER SUPPORT PROGRAM

Overview of Expenses per Authorized Activity – Program Year 2024-2025



Activity	Planned proportion of budget (%)	Actual Proportion of Budget (%)	Expenses Incurred ($)
(a) With regard to hunting, fishing and trapping for personal and community purposes, all activities involved in the right to harvest, in accordance with the provisions of section 15 of the NEQA, excluding commercial fisheries,	50.5	70.9	780,252.69
(b) with respect to activities incidental to the activities referred to in subparagraph (a):			
(i) the purchase, manufacture, construction, maintenance and repair of equipment and materials necessary for hunting, fishing and trapping activities	10.0	0	0
(ii) access to areas defined in paragraph 15.13.2 of the NEQA	10.0	0	0
(iii) the processing, transportation and marketing of products of hunting, fishing and trapping activities	1.0	1.2	13,385.10
(iv) the domestic manufacture of handicrafts from products of hunting, fishing and trapping activities	2.6	0	0
(v) the organization and conduct of educational, traditional and cultural activities related to hunting, fishing and trapping activities	6.5	0	0
(vi) the organization and conduct of activities to encourage youth to participate in hunting, fishing and trapping activities	6.5	0	0
(vii) the participation of Naskapis engaged in hunting, fishing and trapping activities in search and rescue activities	0.9	0	0
(viii) the harvesting and processing of wild fruits, medicinal plants and other non-timber forest products	2.0	0	0
Any other activity added by the Village and approved by the responsible minister	0.0	0	0
Administration (Administrator + HSP Committee operations)	10.0	1.6	17,144.76
Total	**100.0**	**73.7**	**810,782.55**

HUNTER SUPPORT PROGRAM



When it comes to hunting, fishing, and trapping for personal and community use, people have the right to gather these things. This right follows the rules in section 15 of the NEQA but does not include fishing for money.

This expense category is split into two:

Community Goose Hunt
Goose Hunt

HUNTER SUPPORT PROGRAM



Community Caribou Hunt

In February 2025, a special caribou hunt happened near Nichicun. The goal was to gather enough caribou for the community, especially for the Elders. The activities included looking for caribou, hunting them, and bringing the meat back to share with everyone.

Results and Participation

Eighteen people joined the hunt. This group included hunters, helpers, and cooks. They successfully harvested 200 caribou, which were shared with Elders and other community members.

During this year’s hunt, there was some confusion about which caribou herd they were hunting. The area they visited is home to both the Leaf River Herd and the Caniapiscau woodland caribou. To clear things up, they conducted a test to determine which herd the hunted caribou belonged to, but the results are still pending.

To better prepare for the next hunting season, the community is developing clear guidelines. These measures will help prevent accidental hunting of woodland caribou. They are also reviewing data to learn more about the caribou's location in the area where they plan to hunt next.

HUNTER SUPPORT PROGRAM



Breakdown of Expenses

Expense	Amount ($)
Participants' salaries	61,050.50
Supplies	59,850.89
Air transportation NORPAQ	244,585.00
Rentals (skidoos, trucks, sleds, trailers, generators), cooks, scouting, distribution, drivers, etc.	164,886.30
TOTAL	**530,372.69**

HUNTER SUPPORT PROGRAM



Goose Hunt

The goose hunt took place in April and May 2024 in the vicinity of Kawawachikamach.

Results and Participation

In 2024, 310 people joined the goose hunt activities. The active hunters were paid for their work: elders and regular hunters received $150 per day, while semi-active hunters received $75 per day.

Married men and some widows were counted as active hunters. Some of the hunters assisted by distributing geese and fish to community members who were unable to hunt for themselves. The HSP Committee agreed on a 10-day hunting trip, and all participants received an allowance for each day.

Expense	Amount ($)
Allowances	249,880.00
TOTAL	**249,880.00**

HUNTER SUPPORT PROGRAM



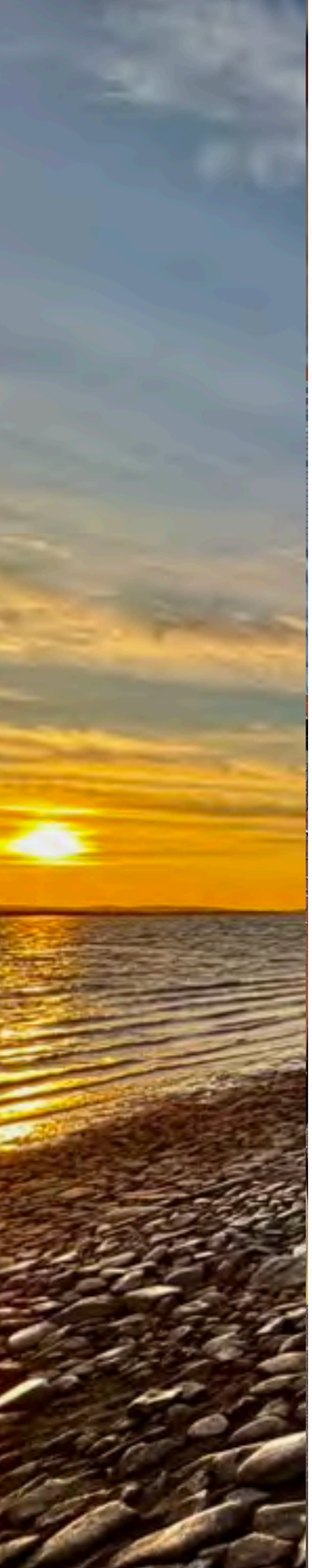
Oil and Gas Expenses

Activities related to hunting, fishing, and trapping include:

1. Buying, making, building, fixing, and taking care of tools and materials needed for these activities.

This covers costs for items such as oil and gas, which are essential for machines like snowmobiles (also known as skidoos) and generators. It also includes the cost of transporting materials.

Expense	Amount ($)
Oil and gas	11,756.54
Transport of materials	1,628.56
TOTAL	**13,385.10**



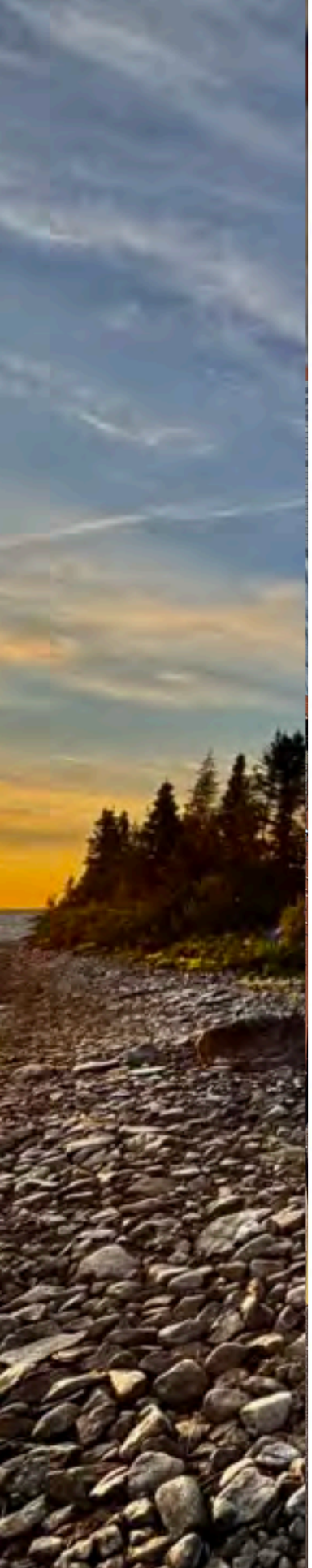
COMMUNICATIONS

The Communications Department has made significant strides in enhancing community engagement and outreach efforts throughout the 2024-2025 fiscal year. Focusing on transparency, timely updates, and fostering unity, our department used multiple channels to keep the Naskapi Nation informed and connected.

Expansion: The Communications Department has traditionally been small and focused on creating reports. Still, with the hiring of Donna Marie Sandy and Benjamin Jancewicz, the two have worked to expand the services.

Donna Marie has been ensuring that all official announcements of job openings, hirings, and special events are posted on social media and in physical locations around the community, and answering community questions.

Benjamin has been updating the website, creating new posters and designs, fostering relationships with outside news organizations for press releases, and building a wealth of photography and video assets for the community.



COMMUNICATIONS

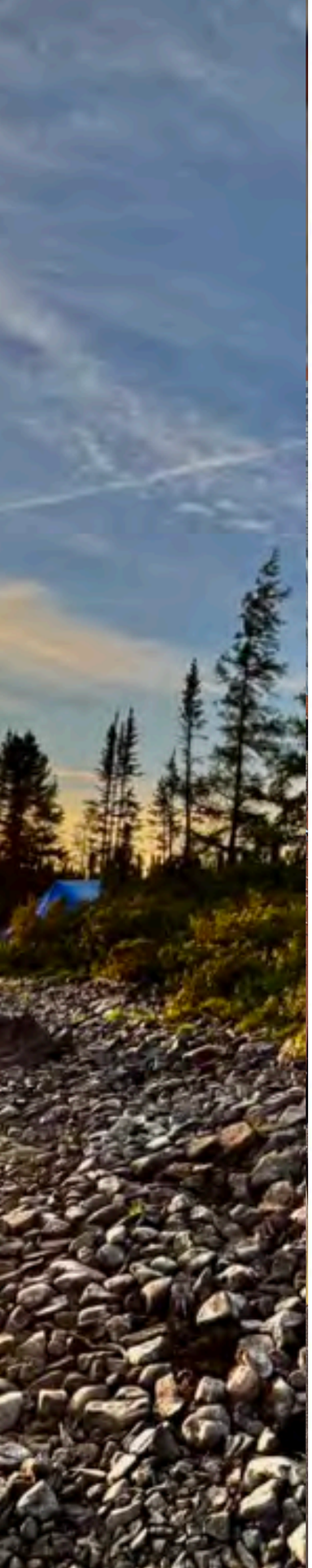
The Naskapi Nation of Kawawachikamach expanded its social media presence significantly over the past year, with major increases in posting activity, reach, and engagement across Facebook and LinkedIn.

Facebook Performance:

Total post impressions reached **672,894** (471% increase), with a post reach of **321,123** (656% increase). Engagement rose to **16.16%**, supported by **887 posts** published during the year. The page gained **1,285 new followers**, with strong interaction through reactions, comments, and shares. Community safety updates, wildlife information, and governance-related posts generated the highest engagement, particularly when paired with images.

LinkedIn Performance:

LinkedIn recorded approximately **20,100 impressions** across **326 posts**, with an engagement rate of **8.4–9.2%**. The page gained **185 new followers**, bringing the total to **246**. Governance announcements, partnerships, and economic development updates performed best, reinforcing LinkedIn's role as a professional and institutional communications platform.



COMMUNICATIONS

Team
The Communications team is comprised of:
Stella Pien - Director General
Donna Marie Sandy - Communications Officer
Benjamin Jancewicz - Creative Director

Trisha Bacon and Mary Shanookt Guanish contributed to the team’s efforts this year.

Content Strategy and Community Engagement
In response to our community's evolving needs, the Communications Department focused on creating content that was both relevant and impactful. Key initiatives included:

Elders Gathering Promotion:
Comprehensive updates and visual storytelling to highlight preparations and the event itself.
Public Safety Announcements:
Road safety alerts and fire restrictions to keep community members informed and safe.
Employment Opportunities:
Regular job postings and career development updates to support economic growth within the community.
Cultural Preservation:
Posts celebrating Naskapi traditions and achievements, reinforcing cultural pride and engagement.

The Communications Department remains dedicated to its mission of connecting, informing, and empowering the Naskapi Nation through effective communication strategies.
Special thanks go to our partners at NDC, Naskapi Radio, and Innu Takuaikan Uashat mak Mani-utenam.



ECONOMIC DEVELOPMENT

Overview of the Department

The role of the Naskapi Economic Development Department is to support the Naskapi population and the Kawawachikamach community towards economic sustainability through business and partnership creation, employment, training, and capacity-building initiatives, and building bridges with local industries to improve the communities' quality of life while respecting Naskapi traditional values.

Our Team and Services

Louise Mameanskum, Training and Employment Officer: The TEO supports Naskapi beneficiaries looking for professional development through training, career changes, or employment opportunities. The TEO also works with local partners and industries to promote Naskapi employment and oversees the NLMB. This fund helps community members and Naskapi organizations financially in their studies, training, or capacity-building initiatives.

Jimmy Shecanapish, Economic Development Officer: The EDO's role is to foster the development of local businesses in the community and region. The EDO supports and guides local entrepreneurs who wish to start or upgrade their businesses. He is also in charge of the CEDO envelope, which funds local business projects, and is involved in community economic development projects and initiatives.

Thomas Fortin, Economic Development Manager: The manager's role is to supervise the department's programs, employees, and budget; oversee the implementation of development projects; pursue new partnerships; identify funding opportunities; liaise with representatives from the industries and partner companies and act as a link between the Department, NNK management, Council, and other stakeholders, such as government agencies.



ECONOMIC DEVELOPMENT

Training and Employment

Training and employment are an essential part of the Department. This year, the NLMB supported 19 different training initiatives, including: job creation in construction, public works, and recreation, training courses for CCQ construction workers and class one drivers, summer student employment programs, supporting Naskapi in professional trainings, Naskapi organisations in professional development, and more. The fund supported over 50 Naskapi community members in their training needs. In another exciting project, the TEO secured funding to build a training and employment center in Kawawachikamach, which should be open as early as 2025.

CEDO projects

The CEDO is a local fund that supports Naskapi entrepreneurs. The contributions are application-based and can help fund start-up or growth costs associated with local businesses or other economic development initiatives. This year, the CEDO's $50,000 envelope was allocated to five projects: a start-up construction company, a clothing designer store, an IT modernization project, a new economic strategic planning for the NDC, a woodworking contractor business, and a sports store. Most of these projects were initiated during the fiscal year, as others will be looking to spend the allocated amounts in the following fiscal year.



ECONOMIC DEVELOPMENT

Multi-purpose Building

There was significant progress on the Multi-Purpose building project, on which the department has been working with the Department of Public Works for many years. As a reminder, this innovative project combines the critical demand for housing with the need for more commercial spaces for local entrepreneurs in the heart of Kawawachikamach. As of March 2025, over $5M was secured in funding, and teams of professionals were working on architectural and engineering plans, intending to start the construction in the summer of 2025. The delivery of the building is expected in 2026.

Mining Industry

The Economic Development department collaborates closely with the NNK mining liaison and council to ensure the mining industry generates positive economic benefits to the community. The Department works to implement the signed IBAs with TSMC and IOC and other agreements with the mining industry. These mainly offer monetary compensations, training and employment opportunities, business opportunities, and environmental oversight. Some of our work in the area includes overseeing a driver training program with TSMC and commercial partnerships active at TSMC and IOC. We also help connect new mining projects with the local workforce and Naskapi companies to promote economic benefits to members through specific committees and regular meetings.



ECONOMIC DEVELOPMENT

Commercial Partnerships

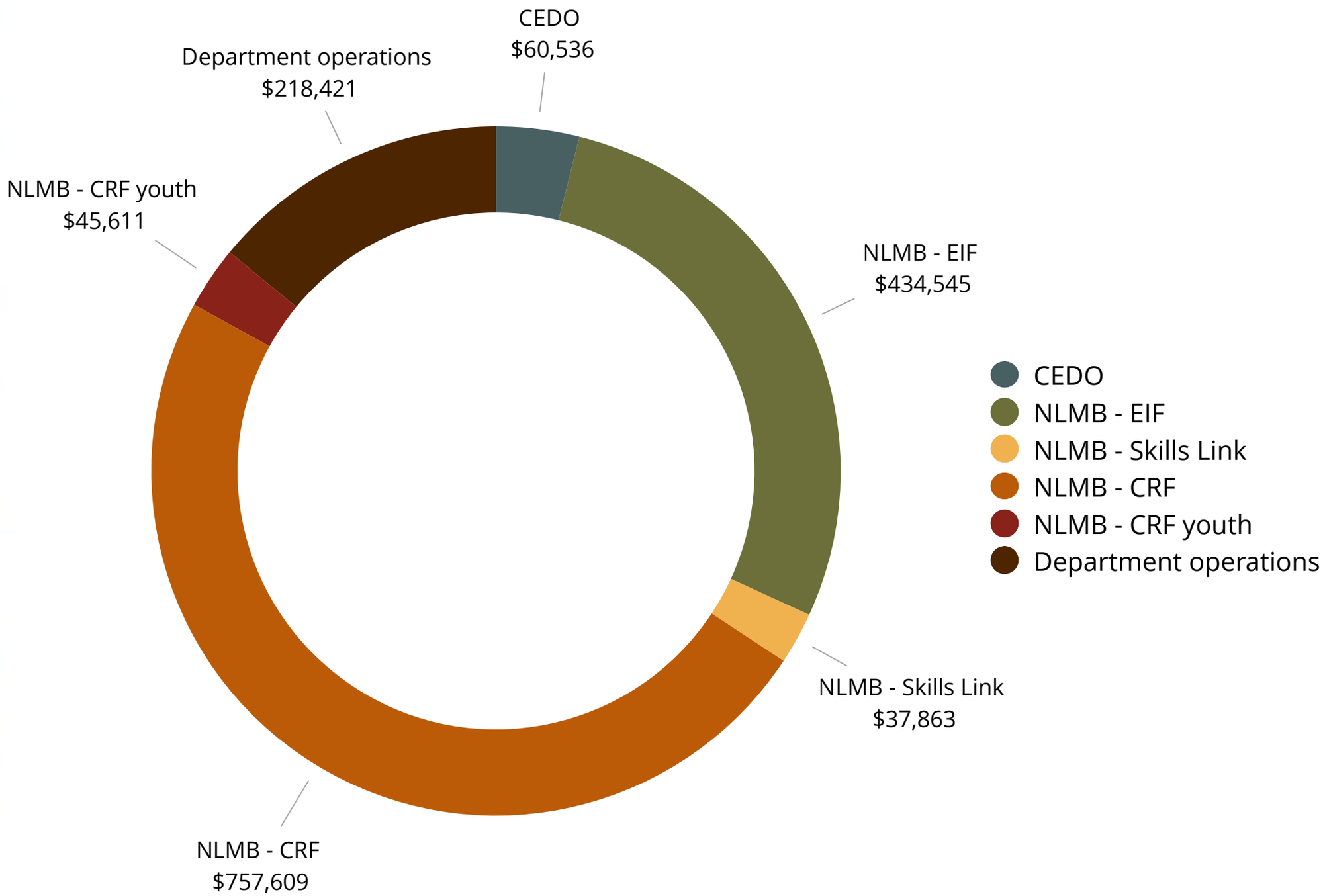
The department's role is to negotiate, when the council sees fit, a commercial partnership with companies active on Naskapi traditional land, to ensure better control of the economic activities and benefits to the community. For 2024-2025, the Nation had active partnerships in Civil Works, Menihek Camp Services, local Construction, Drilling and Blasting, Fuel supply, Transportation, Telecommunication, and more. The Department maintains a frequently updated registry of active companies and partnerships and negotiates new agreements in some areas, such as mining, power supply, and mining exploration.

Other Projects

The Economic Development Department is also involved in various projects to advance the community's well-being. The Department supports the management of the local quarries to provide granular material for regional projects; worked with the DPW on the funding and construction of a new Cultural Site at Lake Hanas, which was close to completion in 2025; secured funding for a forestry study to evaluate the harvesting potential of local lumber for community use; participated in regional and national conferences to promote Naskapi's strong position in Northern Quebec; worked with stakeholders to promote Naskapi interest in important decontamination projects on traditional territory and represents the community on the CDEPNQL and CDRHPNQ boards.



ECONOMIC DEVELOPMENT





DEPARTMENT OF PUBLIC WORKS

The 2024-2025 construction season was marked by significant progress in community safety, housing, and infrastructure development. These projects not only improved residents' quality of life but also demonstrated the community's commitment to growth and resilience.

In 2024-2025, the Department of Public Works had 45 permanent employees and 95 seasonal employees, organized into two sub-departments: the Uapenutau garage and the Housing Department. Together, the team worked with the department’s mission in mind:

Improving the quality of life in the Kawawachikamach by supporting the overall longevity and operational effectiveness of our facilities, equipment, buildings, environment, as well as the ongoing development of infrastructure.

Uapenutau

The Uapenutau garage oversees heavy equipment and is comprised of heavy machinery operators and auto mechanics. It handles civil works in the community, as well as road maintenance and public services such as snow removal. The 2024-2025 construction season in Uapenutau was marked by significant infrastructure developments aimed at enhancing community safety, expanding housing, and improving public amenities.

Housing Department

The Housing Department is responsible for housing construction and maintenance, and supports the administration of the Social Housing and Rent-to-Own Programs.



DEPARTMENT OF PUBLIC WORKS

Ka-Mamunuiitananuch Cultural Site at Lake Hanas
$3,951,179
The Ka-Mamuiitananuch working group identified the site near Lake Hanas as suitable for the Ka-mamuiitananuch, as it is accessible by road, foot, and canoe, and features abundant greenery.

The Cultural Site intends to host traditional community and cultural gatherings, including Elders' teachings, community cookouts featuring traditional food, Elders' gatherings, women's gatherings, men's gatherings, healing sessions, canoeing, fishing, ice fishing, and trapping.

Preparations for the new Cultural Site included screening fine granular material at the local sand pit for the final grass-laying stage. The removal of vegetation and waste material was more time-consuming than anticipated due to the depth of mud that needed to be cleared.

Naskapi Construction constructed the main lodge, and the Housing Department completed the five (5) cabins.

Major works were undertaken to facilitate the organization of the Elders' Gathering, held from August 26 to September 4, 2024, at the Ka-Mamunuiitananuch Cultural Site.



DEPARTMENT OF PUBLIC WORKS

Community Boardwalk
$1,728,507

In 2024-2025, Phase 1 of the new Community Boardwalk was constructed along Lake Matemace and Lake Peter, enhancing the community's recreational spaces and highlighting the beauty of our environment.

The Nation is fundraising and preparing for Phases 2 and 3, which will extend the boardwalk along Lake Peter.

CCxA and Ashini designed the Community Boardwalk. Uapenutau completed civil works, and Mishkau undertook construction.





DEPARTMENT OF PUBLIC WORKS

Cross Project
$222,066
Started late October, with the help of MD Logistics and Sichuun, the department installed the cross and its lighting.

Support to Other Companies
Uapenutau provided support to several companies contributing to the Nation's infrastructure, including KESI with the installation of new hydro poles and lines, Sichuun with the installation of a fiber network, and civil works for projects by Naskapi Construction, Mishkau/Eshkan Construction, and CRT.

AEP Carpentry program
In March 2025, 13 participants completed the AEP Carpentry program and comprised the first graduating class in Kawawachikamach. Their skills will help build the future of our community, ensuring we have local expertise in carpentry and construction.

Housing Construction
$3,312,248
In 2024-2025, the NNK initiated construction of Phases HB-18, HB-19, and HB-20, which are scheduled for completion in the next fiscal year. In total, the NNK worked on creating six (6) new housing units.

The projects include one triplex dedicated to Elders, and three (3) single-family homes funded through CIRNAC and CMHC Section 95. Naskapi Construction completed housing construction, and Uapenutau executed the civil works.

The Elders triplex units are to be allocated under the Social Housing Program, whereas the three single-family homes are to be allocated under the Rent-to-Own Program.

The Rent-to-Own Program offers housing for working families and allows them to share the high construction costs between tenants and the Nation, helping create more housing for the community at large.



DEPARTMENT OF PUBLIC WORKS

Crawlspace Remediation

$823,850

Due to health concerns, the Housing Department undertook crawlspace remediation work in five (5) houses.

Housing Maintenance

The Housing Department completed maintenance projects for five (5) housing units and a complete renovation for one (1) unit. Maintenance works included flooring repairs, kitchen replacement, painting, plastering, and bathroom repairs. The repairs were required due to the unit's condition, overcrowding, or following a community loss.

Renovation of Schefferville units

The NNK owns housing in Schefferville that required decontamination and full renovation. Three (3) units were remediated, repaired, or renovated.

CMHC Risk Assessment

$128,000

Under the CMHC Risk Assessment, 11 housing units received long-awaited repairs, totaling $25,000 per unit.

CMHC Residential Rehabilitation Assistance Program (RRAP)

$119,210

With CMHC’s support, accessibility work was completed for the Elders units, with outdoor ramps installed at their house’s entrance.



SPORTS, RECREATION, & LEISURE SERVICES

Introduction

This annual report highlights the various sports, cultural, and community activities in which our group proudly participated throughout the season. The year was filled with teamwork, skill development, and community engagement. Our members demonstrated dedication, sportsmanship, and pride in representing our community at multiple events and tournaments across the region.

Sports Tournaments & Competitions

Our athletes actively participated in numerous tournaments and competitions, showcasing their commitment and talent in a variety of sports categories. These events provided opportunities for both athletic and personal growth, while strengthening team unity.

- Mashteuiatsh Tournament (Bantam)
- Whapmagoostui Little Whale Cup
- Minu-Uitshetun Tournament
- 2nd Essimaau Tournament
- Atanukan Tryouts
- Wandat Tournament (Midget)
- Beauce Carnival – Bracelet Distribution
- Native Summer Games (Mashteuiatsh)
- Vollyfest Quebec
- Premier Nation Showdown – Quebec
- Basky Softball Tournament (Youth)

These tournaments allowed our participants to gain valuable experience, engage in friendly competition, and proudly represent our community.

Cultural & Community Activities

In addition to athletic achievements, our group remained dedicated to cultural learning and community involvement. These activities helped strengthen our cultural identity, teamwork, and connection to our traditions.

- Aboriginal Day Activity
- Pathway Foundation Youth Trail

These initiatives encouraged youth engagement, cultural pride, and community spirit.

Conclusion

Overall, this year was characterized by growth, increased participation, and enhanced collaboration.

We thank all participants, coaches, volunteers, and community members who contributed their time and support to make each event a success. Together, we continue to promote active lifestyles, cultural awareness, and community pride.



NASKAPI COMMUNITY CENTER

The Naskapi Community Centre was staffed by a Manager, two Youth Coordinators, two Assistant Animators, two After-School Program Animators (on a part-time basis), and a Janitor.

Naskapi Community Centre Manager
Amy Chemaganish (Replacement Manager Elizabeth Mokoush)

Youth Coordinators
Joyce Sandy and Elizabeth Mokoush

Two Assistant Animators
Brianna Scott and Mary Uniam

After-School Program Animators
Tamicka McKenzie and Sarah-Maya McKenzie

Janitor
Susan Shecanapish

Rentals

The Community Centre is available for rental of the Community Hall, Multi-Purpose Room, or Youth Centre. We have traditional arts and crafts rentals for the year. The Justice of Quebec rents the hall for court sessions for Schefferville and Kawawachikamach from September through May. Summer Day Camp rents from June through August. Other rentals include birthdays, meetings, and feasts, among others.

Activities

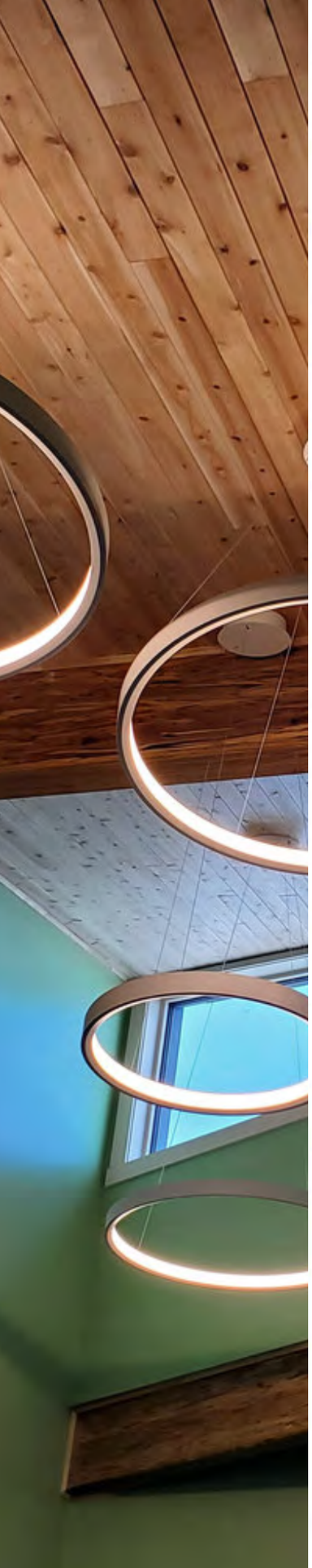
We hosted various activities at the Community Centre for Youth, including movie nights, teen nights, taco nights, swimming at the recreation centre, sliding, and volleyball/ping pong/pool tournaments during the carnival.

We also had bingo and poker nights at the Hall for Adults. We also offer an after-school program throughout the year for elementary students, as well as a Summer Day Camp that runs for eight weeks during the summer.

Culture Week

Culture Week was a significant event for the entire community. We had our Naskapi elders as instructors who taught community members and the J.S.M.S. youth about our Naskapi Culture.

Activities included learning how to make pemmican, sewing moccasins, traditional medicine, and butchering and skinning the caribou, as well as learning how to preserve all parts of the animal. It was a successful week.



KATHLEEN TOOMA ᒥᓇᕐᐱᐱᓐ WOMEN'S SHELTER

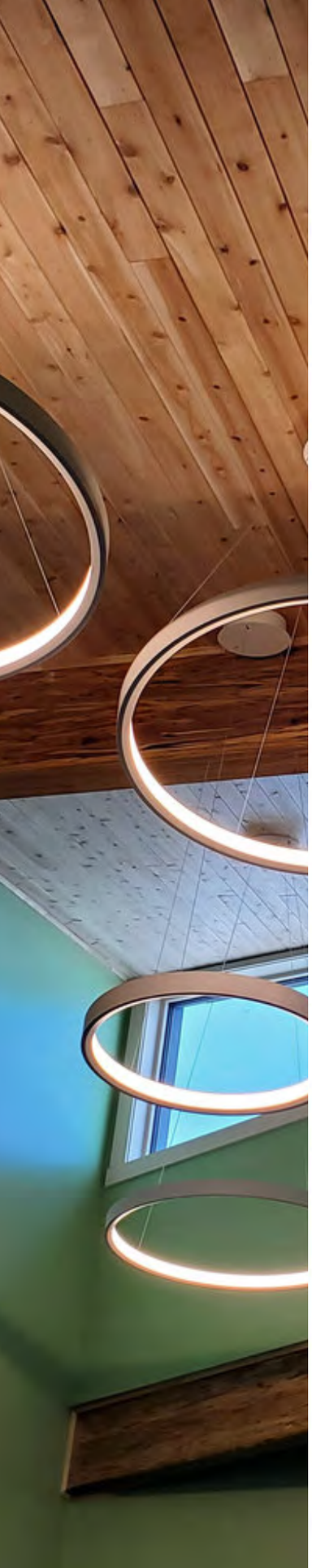
The Women's Shelter has been very busy in the community. We have been very proactive in preventing and intervening in family violence. We are always innovative in raising awareness with the clientele and community.

We have in-house and out-of-house clients. We work collaboratively with the Naskapi Police Force, CLSC Naskapi, Wellness Programs, Culture Programs, and JSMS to provide the best support. We don't have all the services our clients need, so we provide them with resources. We value our service partners as they are essential to our client care.

As an organization that fights violence of all forms, we care about how we help the women and children we are advocating for. So that they may have a voice, but most importantly, to ensure their safety and well-being.

We help women and their children provide a safe environment and proper services for overall health and wellness, addressing each need. Many of our services are client-led wellness pathways that they want to pursue. We are always there to guide and support them.

Other services are guided by the assessed needs that professionals and health services recommend. We want to empower, support, and encourage women to be their own advocates. We bridge communication between clients and the other services in the community. We provide moral support and advocacy in judicial and youth protection procedures.

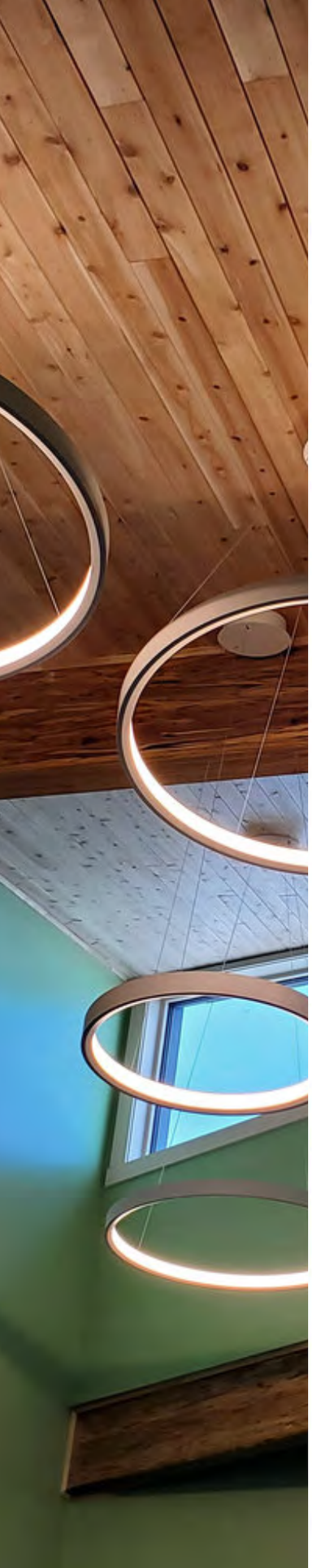


KATHLEEN TOOMA ᒥᓇᕐᐱᓐ WOMEN'S SHELTER

The women's shelter has actively promoted community activities such as culture, language, social activities, and healthy lifestyles for all.

These are some of the activities we facilitated and collaborated with other service providers of our Nation.

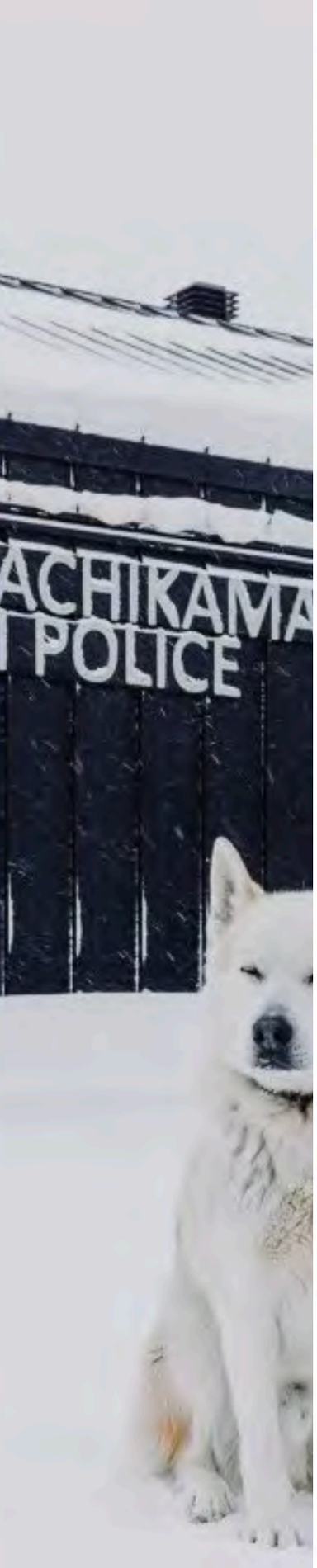
- Sewing and beading workshops
- Monthly meals
- Healing session at Mile 280
- Women's Fishing Derby
- Women's Gala
- Women's Day
- Caribou Fest
- Drumming
- Domestic Violence Month
- Grieving Ceremony
- National Addiction Awareness Week
- Elders and men's activities
- Elders Gathering



KATHLEEN TOOMA ᒥᓯᐋᐱᓐ WOMEN'S SHELTER

The women's shelter has 8 full-time staff and 3 replacements. We service about 100 women in-house and out-of-house a year, including women in our neighboring communities.

Kathleen Tooma Miiuwapen Women's Shelter is vital in creating a safe space for healthy families and a better, brighter future for the community.



POLICE

The Naskapi Police Force provided 24-hour policing services to Kawawachikamach throughout the 2024–2025 fiscal year. Services included criminal investigations, traffic enforcement, by-law enforcement, and support to the Sûreté du Québec.

Officers worked a 14-day-on, 14-day-off rotation to ensure continuous coverage.

Community-based policing remained a core focus, with officers actively participating in local events, schools, and prevention programs. The Police Force operated under the First Nations Policing Program and the Tripartite Agreement.

Call Volume & Trends

Police calls increased to **844 total calls** in 2024–2025, continuing an upward trend from previous years. Alcohol-related and drug-related incidents accounted for nearly half of all calls, showing ongoing substance-use challenges in the community.

Conjugal violence and mental health-related calls also remained high and continue to be a concern. A total of **65 criminal files** were submitted to the Crown Prosecutor, with most involving adult accused persons.

These trends indicate growing pressure on police and community support systems.



POLICE

Community Prevention and Engagement

The Naskapi Police Force delivered extensive prevention and outreach activities throughout the year.

These included community drug forums, prescription drop-off events, school safety presentations, bicycle rodeos, and joint Naskapi–Innu initiatives.

Several events reached hundreds of community members through in-person attendance and Facebook Live broadcasts. Police also supported national awareness events such as Every Child Matters and National Police Week. Community engagement remains a key strategy for crime prevention and trust-building.

Key Challenges and Looking Ahead

Rising call volumes are closely linked to mental health needs, addictions, and limited local support resources. Substance use continues to play a role in most criminal files and police interventions.

The Police Force identified a strong need for increased community resources focused on mental health and addiction support.

The 2025–2026 work plan prioritizes prevention campaigns, training, youth outreach, and continued collaboration with schools and community partners. Addressing these challenges will require coordinated community and government support.



FIRE DEPARTMENT

Rising call volumes are closely linked to mental health needs, addictions, and limited local support resources. Substance use continues to play a role in most criminal files and police interventions.

The Police Force identified a strong need for increased community resources focused on mental health and addiction support.

The 2025–2026 work plan prioritizes prevention campaigns, training, youth outreach, and continued collaboration with schools and community partners. Addressing these challenges will require coordinated community and government support.

Training and Emergency Response

Firefighters participated in ongoing in-house training throughout the year, as well as specialized wildfire training. During 2024–2025, the department responded to four fire-related incidents, including alarms and one arson event. No civilian or firefighter injuries or fatalities were reported.

Total property damage for the year was approximately $300. Continued training and preparedness contributed to safe and effective emergency responses.



FIRE DEPARTMENT

Fire Prevention and Community Safety

Fire prevention activities were delivered through school drills, public education, and community events. Fire drills were conducted at the James Sandy Memorial School and Sachidun Daycare. Fire Prevention Week activities focused on educating students about fire safety.

The department also supported major community events such as the Christmas Tree Lighting and Firefighters Camp. These efforts strengthened community awareness and emergency preparedness.

Highlights and Looking Ahead

Key highlights included the Junior Firefighters Camp and Challenge, which engaged youth in fitness, teamwork, and basic firefighting skills. Indigenous Fire Service Award medals were presented to long-serving members in recognition of their dedication.

The department plans to expand training in 2025–2026, including wildfire response and new recruit development. Continued youth engagement and prevention programming remain priorities. These efforts support long-term community safety and resilience.