



**KENJGEWIN TEG**



Annual Report

**2023**

April 1, 2022 – March 31, 2023



**Debwewin**

Learning our Truth:  
Towards our own  
Reconciliation

**Mnidoo  
Aadziwin**

Life Journey

**Anishinabemowin**

Reflecting and  
Deciding where  
we want to be  
in Anishinabek  
Education

**Worldview**

**Anishinabemowin**

Ojibwe  
Language

**Eshi  
Kinomaading**

Worldview in Education:  
Indigegogy, Teaching  
and Practice

**Governance**

**Anishinabe  
N'Dow**

Ojibwe Identity

**Gaanjigaasiwad  
Wiinowa  
Bimaadisijig**

Mobilizing Community  
Holders

**Anishinabe  
Mmaadziwin**

The Good Life

**Anishinabe  
Aadziwin**

This is who we  
are, Land as  
Teacher

**Dedbinwe**

Self  
Accreditation

**Anishinabe  
Kendaaswin**

Ojibwe  
Knowledge

# Member Nations



## Whitefish River First Nation

P.O. Box A 17-A  
Rainbow Ridge Road  
Birch Island, Ontario P0P 1A0

**Telephone:** 705 285-4335  
**Fax:** 705 285-4532  
**Toll Free:** 800 265-4335  
**Representative:** Leona Nahwegabow



## Sagamok First Nation

P.O. Box 610  
Massey, Ontario P0P 1P0

**Telephone:** 705 865-2421  
**Fax:** 705 865-3307  
**Representative:** Anna Marie Abitong



## Sheguiandah First Nation

P.O. Box 101  
Sheguiandah, Ontario P0P 1W0

**Telephone:** 705 368-2781  
**Fax:** 705 368-3697  
**Representative:** Brian McGregor



## Mamawmatawa Holistic Education Centre

P.O. Box 5000  
Calstock, Ontario P0L 1B0

**Telephone:** 705 463-1199 x 115  
**Fax:** 705 463-2077  
**Representative:** Ken Neegan



## M'Chigeeng First Nation

M'Chigeeng, Ontario P0P 1G0

**Telephone:** 705 377-5362  
**Fax:** 705 377-4980  
**Representative:** Martin Debassige



## Aundeck Omni Kaning First Nation

13 Hill Street  
Aundeck Omni Kaning, Ontario P0P 1K0

**Telephone:** 705 368-2228  
**Fax:** 705 368-3563  
**Representative:** Deborah Francis



## Sheshegwaning First Nation

Silver Water, Ontario P0P 1X0

**Telephone:** 705 283-3292  
**Fax:** 705 283-3481  
**Representative:** Robert Beaudin



## Zhiibaahaasing First Nation

General Delivery  
Silver Water, Ontario P0P 1Y0

**Telephone:** 705 283-3963  
**Fax:** 705 283-3964  
**Representative:** William Antoine

---

# Ngo Dwe Waangizid Anishinaabe

## **Mii maanda enweyiing**

*This is our language and who we are*

## **Ngo dwe waangizid anishinaabe**

*All tribes in our nation*

## **Debenjiged gii'saan anishinaaben akiing**

*Creator placed the Anishinaabe on the earth*

## **Giibi dgwon gaadeni mnidoo waadiziwin**

*Along with the gift of spirituality*

## **Shkode, nibi, aki, noodin, giibi dgosdoonan wii naagdowendmang maanpii Shkagmigaang.**

*Here on mother earth, there were gifts given to the Anishinaabe to look after, fire, water, earth and wind.*

## **Debenjiged gii miinaan gechtwaa wendaagog Anishinaaben waa naagdoonjin ninda niizhwaswi kino maadwinan**

*The creator also gave the Anishinaabe seven sacred gifts to guide them. They are:*

## **Zaagidwin, Debwewin, Mnaadendmowin, Nbwaakaawin, Dbaadendiziwin, Gwekwaadziwin miinwa Aakedhewin**

*Love, Truth, Respect, Wisdom, Humility, Honesty and Bravery*

## **Debenjiged kiimiingona dedbinwe wi naagdowendiwin.**

*Creator gave us sovereignty to govern ourselves*

## **Kaamnaadendanaa gaabi zhiwebag miinwaa nango megwaa ezhwebag, Miinwaa geyaabi waa ni zhiwebag.**

*We respect and honour the past, present and future.*

*Created by United Chiefs and Councils of Mnidoo Mnising Elders Council*

# Kenjgewin Teg Land Affirmation

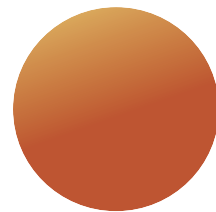
## Kenjgewin Teg Mnidoo-Minis

Great Lakes Anishinabek includes Mnidoo Mnising, a great people belonging to the Three Fires Confederacy: the Ojibwe, Odawa, and Pottawatomi people. Mndoo Aadziwin gwetigoo gii temgat megwe Anishinaabe.

Our teachings share how the Anishinaabe came to live on Mshkakami-Kwe and used the law of the Dish with One Spoon to share land for the mutual benefit of all inhabitants.

**Gchi-agamiing Anishinaabek yaawag,  
mii-zhe temgak Mnidoo-Minis,  
e'maamiikwendaagasijig Anishinaabek  
e'dibendaagasijig Nswi-Shkwoden Maamwi-  
gaabowing: Ojibwe, Odawa, miinwaa  
Boodowe'aadamiik. Mnidoo-aadiziwin  
gwetigoo gii-temgat megwe Anishinaabe.**

**Anishinaabe kinoomaagewinan zhino-  
maagemgadnoon gaa-bi-zhi-daa'aat maanpii  
Mshkakami-Kweng, miinwaa gaa-bi-zhi-  
nakaaziying maanda wawiindamagewin  
e'zhi-nikaadek 'Naagan miinwaa Bezhigh  
Emkwaan,' wii-maawandoo-mino-  
nakaaziying maanda aki.**



# Table of Contents

Message from the A/President	7
Message from the Board Vice-Chairperson	8
Our Vision and Mission	9
Our Values	9
<b>Pillar 1:</b>	
<b>Engagement and Supports for Learner Success</b>	<b>10</b>
Student Supports	10
Student Engagement	11
Anishinaabe Aadziwin	14
<b>Pillar 2:</b>	
<b>Partnership Enhancement and Anishinabek Program Growth</b>	<b>17</b>
Summer Camps Offered at Kenjgewin Teg 2022	20
2022-2023 Graduates	23
2023-2024 Learning Opportunities	25
<b>Pillar 3:</b>	
<b>Awareness and Marketing: Anishinabek Education</b>	<b>27</b>
Marketing & Communications Strategy	28
Social Media, Website, and Communications Platforms	28
Alumni – Celebrating and Communicating Successes	29
Branding & Awareness Guidelines, Recognition, and Events	30
Kenjgewin Teg Celebrates Staff and Students	30
Digital, Print, Media Advertising	32
<b>Pillar 4:</b>	
<b>Foundations for Growth</b>	<b>33</b>
Human Resource Strategy & Planning	35
2022-2023 Kenjgewin Teg Funding	36
2022-2023 Audited Financial Statements	38

# Message from the A/President

Dear Community Stakeholders,

The programs and services offered to students and community during the 2022-2023 year has demonstrated the commitment and dedication of the team members at Kenjgewin Teg. As we continue to navigate new ways of conducting business and operating in a learning and working environment post-pandemic our teams continue to develop and offer programs and services that strive to build the capacity of students, focusing on both personal and professional growth.

I would like to acknowledge the partners that have participated in meetings, planning, and delivery of programs and services for the students. At Kenjgewin Teg, we encourage partnerships that strengthen our ability to build healthy and balanced communities that impact the growth of our communities and in our region. These partners include the communities (through their programs and employees), the Maamwi Naadamadaa partners (affiliate service organizations on Mnidoo Mnising), the UCCMM Tribal Council, our partner colleges, and universities. Miigwech for the continued involvement in supporting Kenjgewin Teg's vision and mission over the years.

Key organizational changes that have taken place at Kenjgewin Teg in the last 12 months are as follows:

- Establishment of the Waawaaskonenh Foundation: The organization established the Waawaaskonenh Foundation, which aims to fund lifelong learning programs for students enrolled at Kenjgewin Teg.

- Comprehensive Review of the Kenjgewin Teg Personnel Policy: In October and November of 2022, the organization conducted a comprehensive review of its Personnel Policy. The aim was to ensure that the policies and procedures align with Kenjgewin Teg's status as an accredited Indigenous Institute in the Province of Ontario.
- Salary Broadband Range Review for the Job Classification System: Kenjgewin Teg completed a remuneration review for the Job Classification System. We will continue to lobby and work towards equitable funding opportunities that allow Kenjgewin Teg to recruit and retain employees with the skills and knowledge needed for positions within the organization.
- The application was submitted for accreditation for the Indigenous Studies Degree program to Ontario's Postsecondary Education Quality Assurance Board (PEQAB) and was approved. This was a first step in working towards offering this program in the future.

I want to express my appreciation to the Kenjgewin Teg Board of Directors, the team members at Kenjgewin Teg, and our valued partners for working in collaboration with us; this is important work for our communities. I also want to say miigwech to the students in choosing Kenjgewin Teg as part of their learning journey, for it is you that we have purpose and continue to do our best to create a welcoming and safe and environment as you grow professionally and personally.

Miigwech,

*Brenda Francis*

**Brenda Francis**  
A/President, Director of Human Resources



# Message from the Board Vice-Chairperson

Dear Community Stakeholders,

On behalf of the Board of Directors, I am pleased to share with you the 2022-2023 Kenjgewin Teg Annual Report. This report encapsulates the significant accomplishments and progress made by the organization over the past year, thanks to the dedication, commitment, and support of the employees, students, and partners.

A highlight of the academic year was the graduation of 36 students in June 2023. These graduates have successfully completed various programs offered at Kenjgewin Teg throughout the 2022-2023 academic year, and we take pride in recognizing and celebrating their achievements. Their success reflects the effectiveness of the internal and external integrated approach and the hard work invested by both the students, employees and the faculty.

We would like to express our heartfelt congratulations to all the students for their well-deserved accomplishments this academic year with Kenjgewin Teg and the college and university partners. Their determination and perseverance serve as an inspiration to communities and municipalities in our region, and we are confident that they will provide meaningful contributions in their chosen fields.

As we reflect on the past year, we recognize that our collective success is built upon strong relationships and collaboration with our stakeholders. We sincerely appreciate the trust you have placed in the teams at Kenjgewin Teg and the Board of Directors. We are dedicated to continuing the work to build capacity within our communities.

We extend our appreciation to the leadership team and all the employees for working together and providing students with a good experience during their time at Kenjgewin Teg. Together, we will continue to make a positive impact in the lives of students and the communities we provide service. We look forward to the opportunities ahead and the continued growth and success of Kenjgewin Teg.

In Partnership,



**Brian McGregor**  
**Board Vice-Chairperson**



## Our Vision and Mission

### E-naabiyaang Our Vision

**Mino-sami-kiinooaagasiwin!  
Kina gwaya wiikamigaaso maanpii  
Anishinaabe kiinooaagasiwin temgak.**

Inspired learning! An Anishinabek place of learning is a place for all.

### Ndi-naang-zhew-ni-naa Our Mission

**Wii-aasigaabiwiitaagasiwat nwiiji-bemaadizijig  
wii-kiinooaagasiwad, wii-mino-kendamowad  
kiinooaagewinan miinwa Anishinaabemowin  
mii-dash ji-de mino-aankendamaagewad wii-  
mshkwo-gaabiwiitowad noonj gwaji-memi  
daaying, wii-mino-maajiishkaayin.**

To build capacity of individuals through learning opportunities, teachings and language acquisition so that they will positively impact the growth and development of our communities.

## Our Values

- 1 Commitment**  
to student success;
- 2 Creativity**  
in the design and delivery of our programs & services;
- 3 Efficiency**  
using the best of our resources for the benefit of our membership;
- 4 Education**  
by providing lifelong learning opportunities to enhance organizational wellness for learner and team success;
- 5 Honour**  
of the Anishinaabek language, culture, history, and heritage;
- 6 Respect**  
by treating each other equally;
- 7 Teamwork**  
working together to ensure success.

## Philosophies

As an Ontario accredited Anishinabek post-secondary place of learning by the Indigenous Advanced Education and Skills Council, there are foundational organizational philosophies that guide and support Kenjgewin Teg's implementation of its long-term vision. Recognition of the history and ongoing relationship between Canada and Indigenous Nations, its impact on lifelong learning education outcomes, Anishinabek ways of life, and the significance of the Ojibwe language collectively represent Kenjgewin Teg's way forward and our commitment to learners.

---

# Pillar 1:

## Engagement and Supports for Learner Success

Learners and their successes will help formalize and develop Kenjgewin Teg's organizational wellbeing model, which includes Anishinaabe Aadziwin; alumni voices will further help inform wholistic learner models of success, by engagement and reflection of graduate experiences; learner and alumni voices will continuously inform and influence Kenjgewin Teg's place of learning.

---

## Student Supports

### Student Financial Support

15

Bursaries Awarded to Post-Secondary Education Students

### Direct Student Supports

- **Student Check-ins** – a starting point to implement supports, low/ lower risk intervention. Also, an opportunity for encouragement.
- **Academic Counselling** – opportunity to discuss goals, required accommodations, creating plans and accountability.
- **Tutoring** – working with identified staff and resources.
- **Attendance monitoring/intervention**
- **Clinical Counselling** (remote and/or in-person per scheduled sessions)
- **Traditional Supports** (Elders, Knowledge Keepers, Language Carriers)
- **External Referrals** (students seeking a specialized service)
- **Advocacy**
- **Student Nutrition** – Students are offered continental breakfast, nutrition break items, and a hot lunch each day.
- **Student Food Bank & Clothing Closet** – Students have access to a student food bank and clothing closet for emergency needs.

## Partnerships Established and Maintained for Student Supports

Partner	Notes
United Manitoulin Island Transportation (UMIT)	Supporting transportation needs (September 2022–December 2022)
AJ Bus Lines	Supporting transportation needs (January 2023–June 2023)
Noojmowin Teg – Nurse Practitioner	Health nurse for student support (once per week)

In January 2023, Kenjgewin Teg contracted AJ Bus Lines to provide a school bus route connecting Wiikwemkoong- Sheguiandah- M’Chigeeng until the end of June. Kenjgewin Teg anticipates the service will better serve student needs as it is a more direct route from the communities to Kenjgewin Teg (compared to previous transportation service with UMIT). An agreement with AJ Bus Lines to provide a school bus service was established.

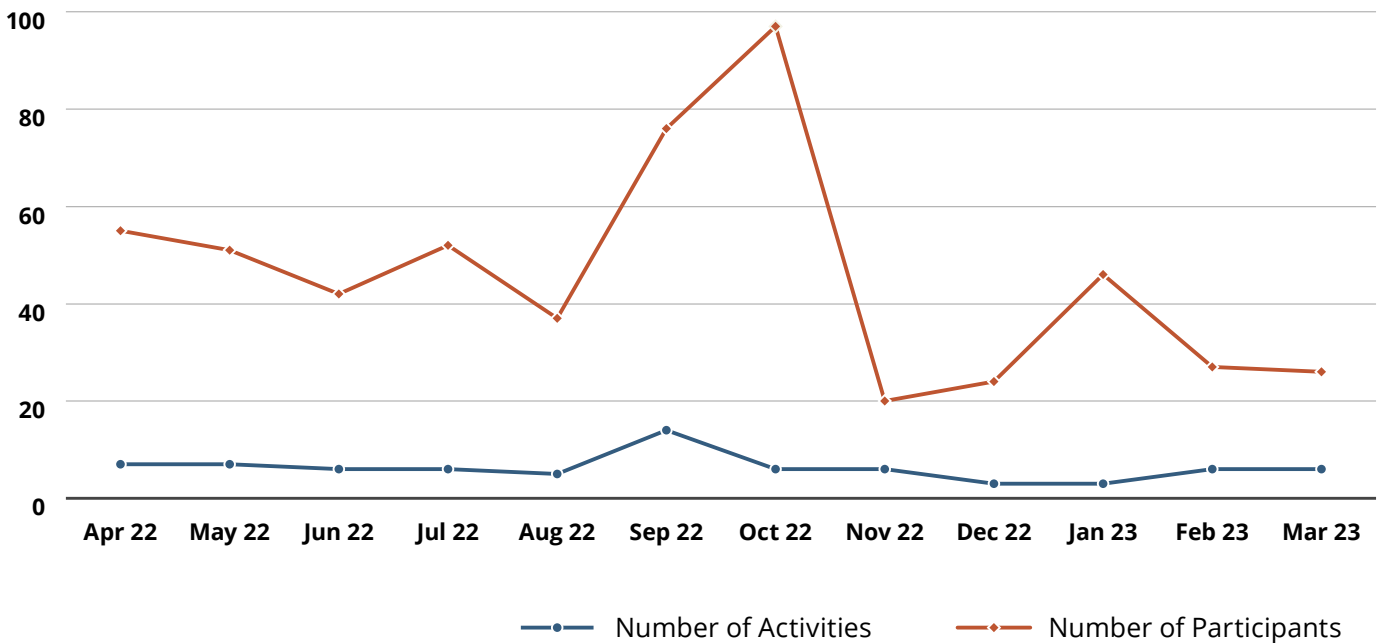
While the service is considered a pilot, Kenjgewin Teg anticipates it will continue for the 2023-24 school year and lead to increased enrollment and program growth.



## Student Engagement

Student engagement is one of the most important predictors of student success.

### Student Engagement Opportunities



Engagement Events Quarter 1 (April–June 2022)	Student Participants
Virtual Beginner's Yoga	3
Virtual Peer Check-In Conversation	1
General Tax Awareness Webinar (provided by CRA Rep.)	5
Virtual Beginner's Yoga	2
Virtual Mindfulness Program	23
Woodburning with Pathway to Trades students	3
In-Person Peer Check-In Conversation (in Teaching Lodge)	11
MSW Fast Preparation & Student Support	6
Sleep Hygiene Workshop	5
Personalized Wellness Session on Emotional Regulation and Anti-Anxiety Hacks for Practical Nursing Students	4
Group Physical Activity through Outdoor Games – frisbee & badminton	3

Engagement Events Quarter 2 (July–September 2022)	Student Participants
Self-Care Kit Making workshop	9
Wellness Session on Stress Management for ITEP campus visit	7
Group Physical Activity through Outdoor Games – frisbee & badminton	8
Men's Sharing Circle (in Teaching Lodge) in partnership with Buddy Up program	12
Game of Indian Ball for physical activity	6
G1 Driver's Test Study Club	10
Setting Goals Through Vision Boards	4
BBQ Lunch Social	20
Creating Self-Care Kits	6
Language Lunch and Learn at The OCF	4
Bocci Lawn Game	3
In-Person Peer Check-In Conversation	3
Trades Student Orientation	10
G1 Driver's Test Study Club	3
Virtual Session With Sudbury Health Department	2

Engagement Events Quarter 3 (October–December 2022)	Student Participants
Personal Support Worker Student Orientation	5
Hand Drum Circle	13
BBQ Lunch Social	17
Badminton Game	2
Lunchtime Social Interaction – riddles & convo	4
In-Person Peer Check-In Conversation	0
Supportive Self Talk In-Person Workshop	2
Halloween Student & Staff Lunch Party	6
Student & Staff Holiday Gathering	15

Engagement Events Quarter 4 (January–March 2022)	Student Participants
Hand Drum Circle	9
START Suicide Prevention Awareness Training	9
Bell Let's Talk: Student Sharing Circle in Teaching Lodge	6
Culture and Creation as Prevention: Teaching by Dan Garcia	4
Quillwork and Caribou Tufting - Birch Bark Earring Making Workshop	3
Managing Your Zhoonyia Lunch & Learn: Tracking Your Monthly Budget	2
Supported Students with KT Winter Student Bursary Applications	4
Learning to Save Money for What You Want to Buy! Creating Your Personalized Savings Plan	3
Covid Booster Clinic	2
Recovery Breakfast	3
Barney's Bargain Barn Trip	5
M'Chigeeng Bluff Snowshoe Hike	2
Women's Holistic Fair	1
Mindfulness & Meditation (In-Person)	1
Barney's Bargain Barn Trip	2

Anishinabek people have had—and will always have—a connection to and be caretakers of Mother Earth. Our connection to the land and Shkagmikwe is the source of our undeniable and unbreakable resiliency.

# Anishinaabe Aadziwin

Learners have had varying opportunities to join Teachings with Elders/Knowledge Keepers (both in-person and virtually).

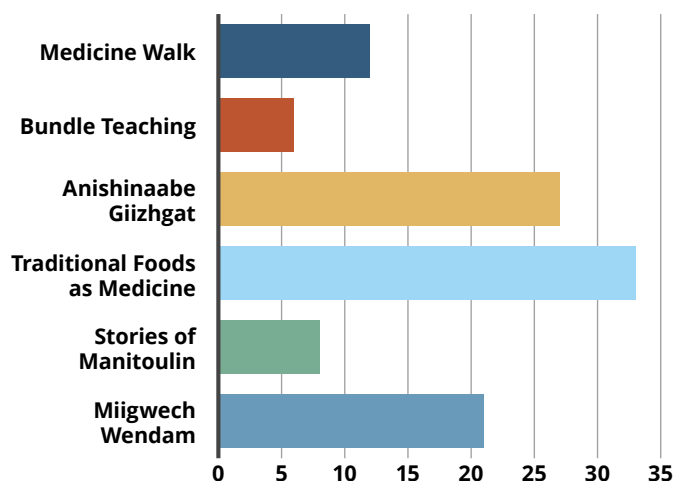
**Highlights of 2022-2023 Anishinaabe Aadziwin learning opportunities by season:**



## Mnokmi (Spring) 2022

Mnokmi (Spring) 2022	# of Participants
Miigwech Wendam	21
Stories of Manitoulin	8
Traditional Foods as Medicine	33
Anishinaabe Giizhgat	27
Bundle Teaching	6
Medicine Walk	12
<b>Total Number of Participants</b>	<b>107</b>

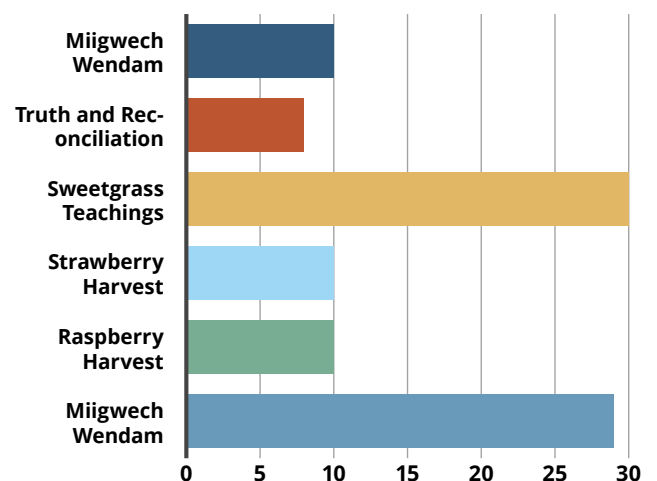
Mnokmi (Spring) 2022 Aadziwin Participants



## Niibii (Summer) 2022

Niibii (Summer) 2022	# of Participants
Miigwech Wendam	39
Raspberry Harvest	10
Strawberry Harvest	10
Sweetgrass Teachings	30
Truth and Reconciliation	8
<b>Total Number of Participants</b>	<b>97</b>

Niibii (Summer) 2022 Aadziwin Participants



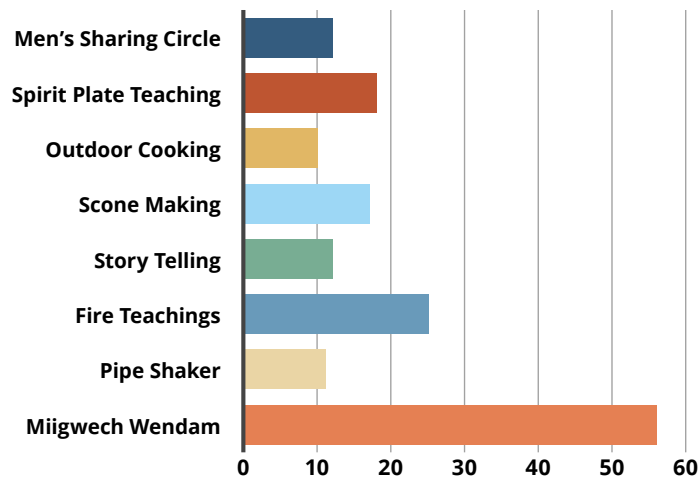
## Dwaagi (Fall) 2022

Dwaagi (Fall) 2022	# of Participants
Miigwech Wendam	56
Pipe Shaker	11
Fire Teachings	25
Story Telling	12
Scone Making	17
Outdoor Cooking	10
Spirit Plate Teaching	18
Men's Sharing Circle	12
<b>Total Number of Participants</b>	<b>161</b>

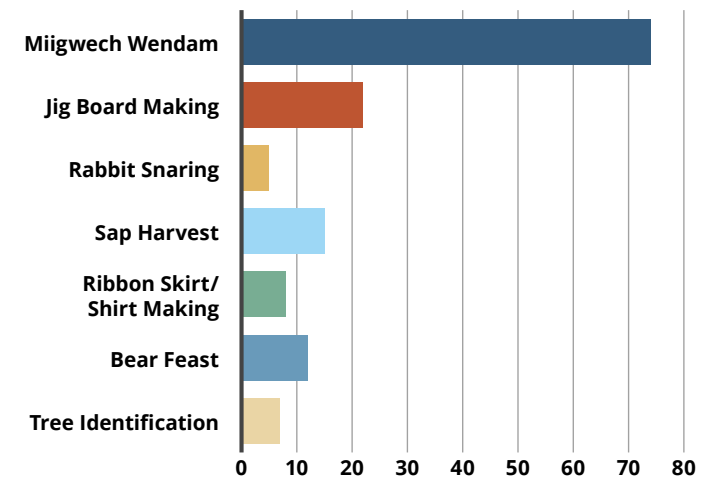
## Bboon (Winter) 2023

Bboon (Winter) 2022/2023	# of Participants
Miigwech Wendam	74
Jig Board Making	22
Rabbit Snaring	5
Sap Harvest	15
Ribbon Skirt/Shirt Making	8
Bear Feast	12
Tree Identification	7
<b>Total Number of Participants</b>	<b>143</b>

### Dwaagi (Fall) 2022 Aadziwin Participants



### Bboon (Winter) 2023 Aadziwin Participants



## Anishinaabe Aadziwin Orientation on Kendan

Efforts continued on the creation and development of content for Anishinaabe Aadziwin Orientation on the virtual learning platform, Kendan; as a part of increased learning and communication with students/staff it will aim to provide clarification on common questions from students and employees, such as: What is Aadziwin? Why do I have to do it? How will it benefit? What is the purpose? Kenjgewin Teg has adapted its Anishinaabe Aadziwin Passport to Learning over the past 5 years and while some students achieve the Graduation Distinction by meeting the specified learning hours, the overall participation and distinction rates can always be increased. This orientation module is an effort to assist with the communication and understanding of Anishinaabe Aadziwin at Kenjgewin Teg.

# Education and Employment Expo

As collaborators toward student engagement, Kenjgewin Teg and M'Chigeeng First Nation jointly planned and hosted the Education and Employment Expo on October 18, 2022. The event welcomed approximately 300 participants and focused on providing awareness and communication regarding education and career opportunities for current and future learners. As a re-envisioned Education and Employment Expo (from what community members knew as the Career Fair), the event was targeted at varying age groups (Grades 7-12 students) and community members that were exploring educational and/or employment opportunities.





---

## Pillar 2: Partnership Enhancement and Anishinabek Program Growth

Partnership growth and priorities, including research sector partnerships, will be responsive to community and learner voices; quality programs and new program credentials, which includes Anishinabemowin and Anishinaabe Aadziwin centered programs will contribute to annual Pathways and PSE program and enrolment growth.

### NETOLNEW

NETOLNEW is a multi-year Indigenous Language research initiative focused on Indigenous revitalization in Canada. It includes the involvement of scholars, community leaders, educators, activists, and allies coming together for positive action through collaborative research.

The project is being led by the University of Victoria in British Columbia in partnership with researchers from Kenjgewin Teg; the expertise and guidance will undoubtedly contribute to the project's success.

Additionally, Kenjgewin Teg has a role on the NETOLNEW governing committee; the participation on and with the governing committee highlights the diversity of voices and perspectives involved in the project.

Overall, the collaboration and dedication of individuals and organizations involved in NETOLNEW demonstrate a commitment to supporting Indigenous languages and cultures in Canada.



## Kenjgewin Teg Expands Experiential Learning Opportunities

Fall 2022 saw Kenjgewin Teg expand the Experiential Learning opportunities available through the Pathways to Post-Secondary and Employment program. Kenjgewin Teg Secondary School was approved as a pilot site for student participation in the Ontario Youth Apprenticeship Program (OYAP). OYAP is a specialized program in high school that allows participants to explore apprenticeships and consider careers in the skilled trades. Kenjgewin Teg has been offering Dual Credits through a first-of-its-kind agreement with Rainbow District School Board and Cambrian College for approximately three years. Recently, Kenjgewin Teg expanded the Dual Credits available to Manitoulin students by hosting an Introduction to Health Sciences Dual Credit. The course provided students considering a career in the health sciences a chance to explore their interests. The winter semester concluded another cohort of Carpentry Dual Credit students, and there are talks of further expansion for the 2023-24 academic year.

## New partnership with Queens University for the Masters in World Indigenous Studies in Education (WISE) program

As an accredited Indigenous Institute in Ontario, Kenjgewin Teg enhanced the long-standing partnership with Queen's University to contribute to graduate level studies from an Anishinabek lens; World Indigenous Studies in Education (WISE) is a progressive Master of Education (M.Ed.) program that allows students to pursue their research interests without leaving their community, family, or job. The program is offered part-time and is a blend of both online and on-campus learning opportunities for students with experience in Indigenous communities and/or world Indigenous issues.

Queens University and Kenjgewin Teg worked collaboratively to support WISE, including program planning and development, student supports, and recruitment. Students enrolled in WISE were offered Knowledge Keeper support services to ensure their personal, spiritual and emotional wellness were balanced throughout their learning journeys.



## Anishinaabemowin Immersion Program in Development

Kenjgewin Teg looks forward to a renewed partnership with Sault College in delivering the Anishinaabemowin Immersion Program in 2024.

Throughout the 2022-23 academic year, fruitful discussions and careful planning were conducted to prepare for the upcoming offering of the program.

This two-year certificate program aims to enhance quality programming for Indigenous and other students with respect to Indigenous Studies courses, material, knowledge and Indigenous pedagogy. It also strives to improve access to cultural learning opportunities in Anishinaabemowin to Indigenous students.

The program responds to the employment and training needs within the First Nation communities of Manitoulin Island, the North Shore, and Sudbury and helps contribute to the overall advancement of self-governance, sustainable economic development, and self-sufficiency with the First Nation communities of Manitoulin Island, the North Shore and Sudbury.

### “Maajtaadaa!” First Cohort of Learners

In January of 2023, Kenjgewin Teg proudly hosted an Introductory Anishinaabemowin General Education Course, titled “Maajtaadaa!”. The Anishinaabemowin course focused on: learning and practicing reading, how to construct basic sentences, asking and answering yes or no questions, how to tell time, main verb classes, and tips and trick to using the Nishinaabemowin Online Dictionary. There were 20 students enrolled in the first cohort of learners.

Students completed weekly homework tasks and took advantage of extra resources and opportunities for extended learning.

## CAN8 Anishinabemowin

The CAN8 Anishinaabemowin language project was an initiative in the 2021-22 year, but continued in the 2022-23 year. The project’s objective was to expand and enhance the integration of Indigenous language and culture into Kenjgewin Teg programs and services. By doing so, the goal was to introduce these language components into various academic disciplines, starting with the Fall 2023 semester.

A soft launch of the CAN8 program was an opportunity for employees and learners to participate in this virtual language lab and to provide feedback on the use and experience of this resource tool. There were a total of 15 participants, this included 5 employees and 9 learners enrolled in the Anishinaabemowin Early Childhood Education program. This was an exciting time for the CAN8 team to be able to provide an online learning platform for all participants to learn the language at their own pace. The participants were provided 30 days to use the CAN8 program and to navigate the modules at their own pace. Feedback from participants indicated that the CAN8 system is a useful tool for new learners. The platform was easy to navigate and seeing and hearing the words and phrases were of most benefit while learning new vocabulary.

The CAN8 Anishinabemowin language project is part of a broader effort to foster linguistic and cultural diversity within PSE programs and promote the inclusion of Indigenous knowledge and traditions. This project’s success paves the way for further integration and expansion of Indigenous language and culture across different educational disciplines.

# Summer Camps Offered at Kenjgewin Teg 2022

## Junior Anishinabek Youth Ambassador Program

The Junior Anishinabek Youth Ambassador (AYA, JR.) Program provided an excellent opportunity for the 16 participants to cultivate a diverse range of skills and qualities. The program was held over two sessions: July 4-29, 2022, in class, hands-on learning and August 2-19, an optional work placement.

Throughout the program, the youth acquired a strong foundation for personal growth, leadership, and success in various aspects of their lives by developing the following skills:

- Cultural Learning
- Science, Technology, Engineering, Arts, and Mathematics (STEAM)
- Work Placement Development
- Self-Motivation
- Team Player
- Respect



## Skills Ontario

The Skills Ontario Summer Camp took place from July 19 to July 22, 2022, providing an enriching experience for 15 participants aged 10-13. This camp served as an exceptional platform to foster essential skills and delve into the world of Skilled Trades. Designed to be immersive over four days, it offered significant opportunities for growth and exploration to the participants.

The camp was a valuable opportunity for the participants to explore potential career paths, develop crucial skills, and gain exposure to various trades. Through engaging in hands-on activities and interacting with professionals in the Skilled Trades industry, the youth acquired practical knowledge and ignited curiosity and enthusiasm for these fields. This unique learning experience empowered them with a deeper understanding of the trades and fueled their passion for further exploration of these domains.

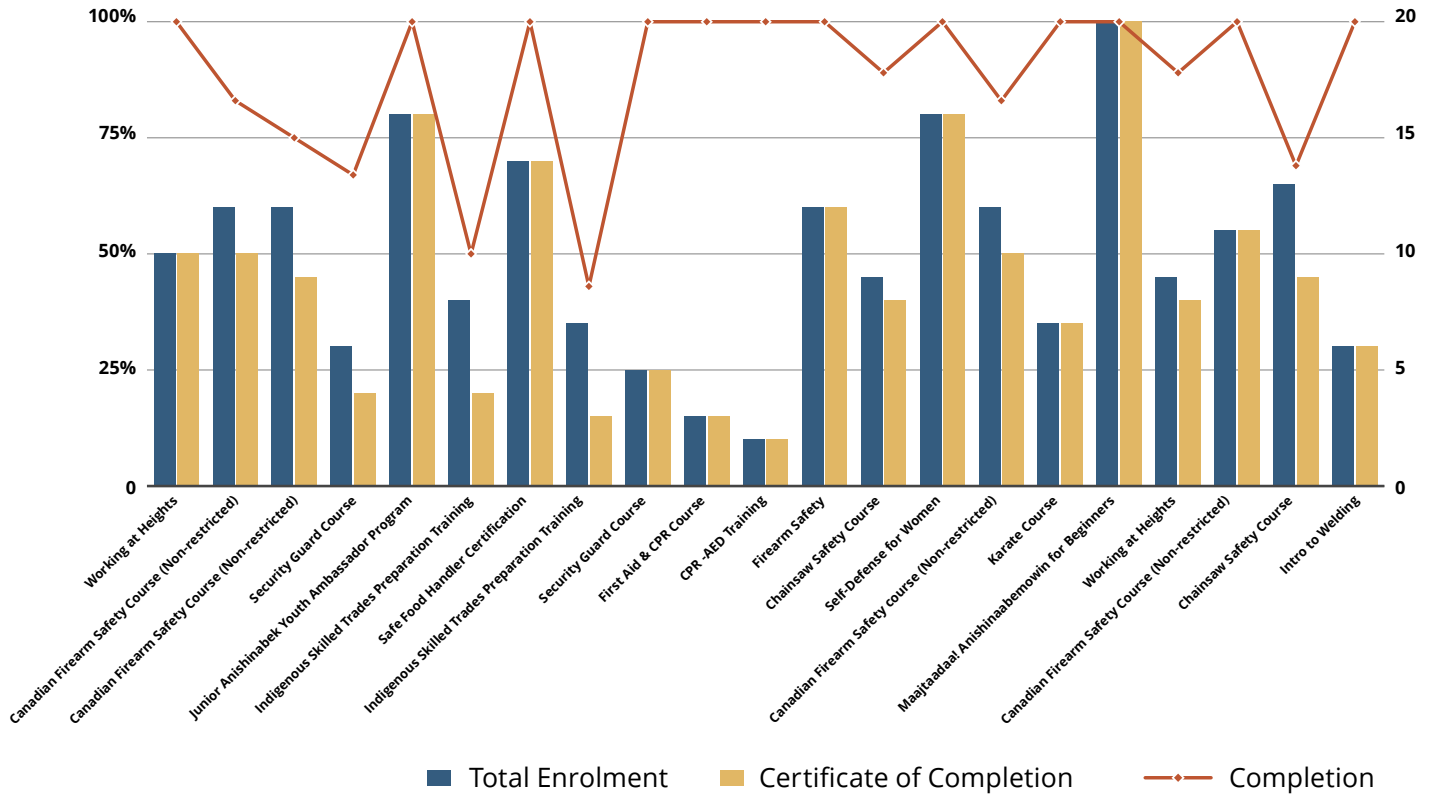
## Health Sciences Camp

The Health and Wellness Team at Kenjgewin Teg organized the inaugural Summer Health Science Exploration Session from August 22 to 24, 2022. This session aimed to provide students in Grades 11 and 12 with immersive learning opportunities in various aspects of healthcare, fostering their interest in pursuing a career in the health field. Seven enthusiastic participants actively engaged with healthcare professionals, seeking insights into their chosen careers, educational paths, and personal journeys. These invaluable experiences served as a stepping stone towards potential career paths in nursing, paramedicine, personal support work, and veterinary medicine.

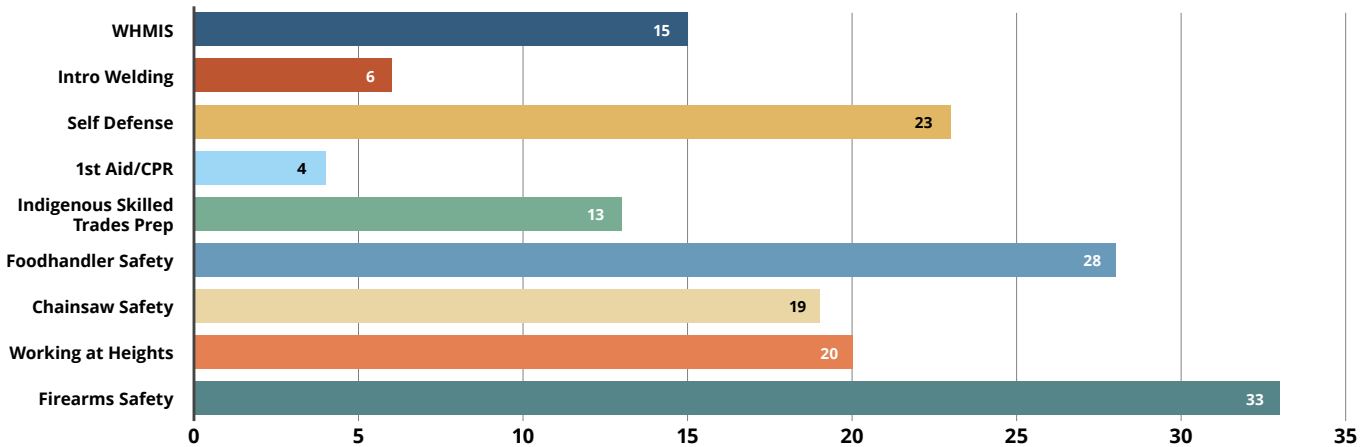


# Skills Development & Training/General Interest Courses

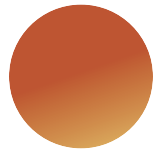
Kenjgewin Teg continues to expand learning opportunities outside of the traditional post-secondary accredited programs; skills development and training courses are short-term courses that typically take part in an in-person classroom setting to allow learners the opportunity to expand their general knowledge and skills about a particular topic of interest. The following skills development and training courses took part over the 2022-23 year:



## 2022-2023 General Interest Course Enrolment

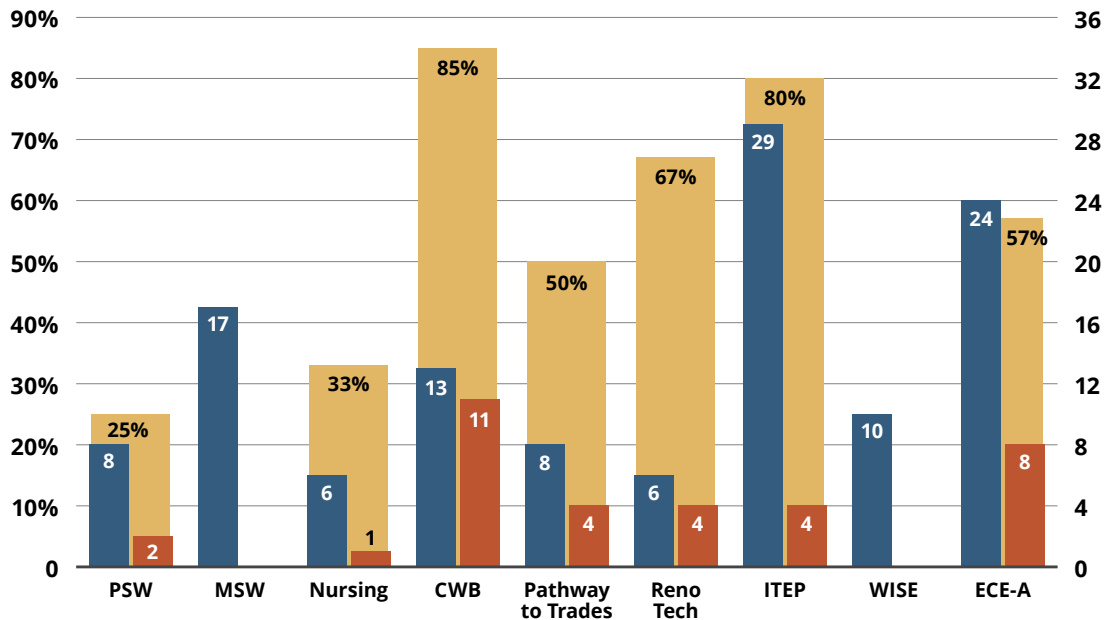


# Post-Secondary Education Programs



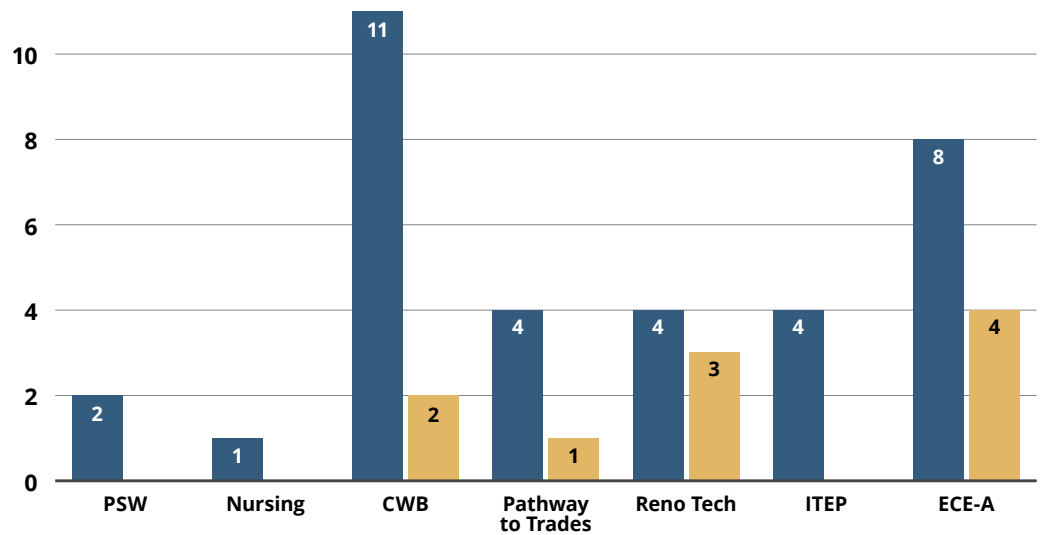
**2022-2023  
Enrolment &  
Graduates by  
PSE Program**

- Grad Rate
- Initial Enrolment
- Graduates

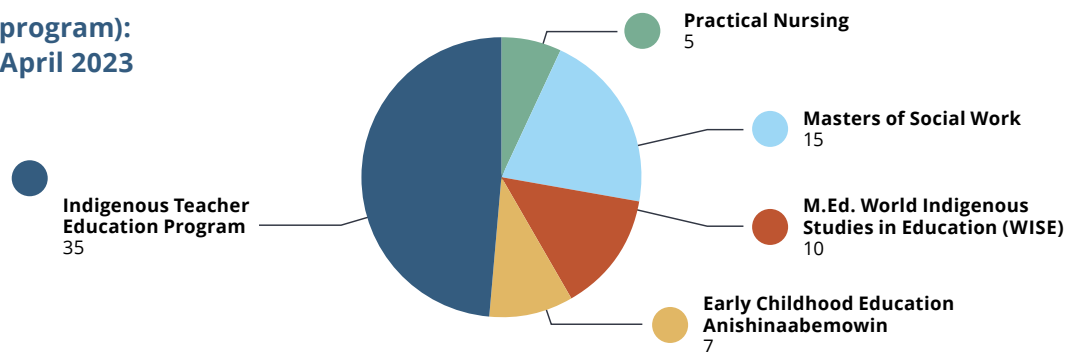


**2022-2023 Graduates  
with Anishinaabe  
Aadziwin Distinction  
by PSE Program**

- Graduates
- Aadziwin Distinction



**Students in Transition  
(continuing multi-semester program):  
Number of active students, April 2023**



---

# 2022-2023 Graduates

## **Ontario Secondary School (OSSD)**

Charlie Halverson

Lacey Panamick

## **Personal Support Worker (Canadore College)**

Trinity Grenier

Krista Payette

## **Practical Nursing (Fleming College)**

Iosefo Taukei

## **Shiki-Maajinakiing (Kenjgewin Teg)**

Tyler Lewis

Cameron Osawabine-Corbiere

## **Renovation Techniques: Construction Carpentry (Canadore College)**

Darryl Enosse

Lynnette Ominika

Steven Fox-Radulovich

Aaron Seltzer

## **Canadian Welding Bureau (Kenjgewin Teg)**

Gerard Armstrong

Jesse Cachene

Dakota Hare

Nathaniel Kimewon

Vince Migwans-Panamick

Austin Pangowish

Michael Tricco

Declan Allison

Melissa Jacko

Christopher Spong

Brittnee Waindubence

## **Indigenous Teacher Education Program (Queen's University)**

Jody Boissoneau

Danette McGregor

Candace Zack-Conybeare

## Early Childhood Education - Anishinaabemowin (Canadore College)

Valarie Corbiere

Shelly Deforge

Doris Fowler

Ashlyn Hare

Serena Hill

Jordan Tabobondung

Lorena Wabanosse

Bethany Williams

## Indigenous Classroom Assistant (Nipissing University)

Logan Payette





# 2023-2024 Learning Opportunities

## Health and Wellness

- Personal Support Worker
- Practical Nursing
- Master of Social Work (MSW) Indigenous Field of Study
- Pre-Health Sciences Pathways to Certificate and Diplomas Program

## Skills, Trades and Apprenticeship

- Canadian Welding Bureau Certification
- Shki-Maajinakiing: Pathway to Trades
- Renovation Techniques - Construction Carpentry
- General Carpentry Pre-Apprenticeship Program

## Teaching and Learning

- Early Childhood Education Anishinaabemowin
- Indigenous Teacher Education Program (ITEP)
- Master of Education in World Indigenous Studies in Education (WISE)
- Decolonizing Education Certificate
- Introductory to Nishnaabemwin A
- Anishinaabemowin Immersion Program

## Business and Technology

- Computer Applications

## Additional Qualifications

- Outdoor Experiential Education
- Teaching FNMI Children
- Teaching Ojibwe Part One

## Pathways to Post-Secondary and Employment

- Kenjgewin Teg Secondary School

## OntarioLearn

- March 2022 – Communications 1
- May 2022 – Computerized Accounting and Business Applications
- September 2022 – Preparatory Biology

## Good rED Road Bridging Programs developed by Kenjgewin Teg

- Career Explorations 1: Reflection and Planning
- Career Explorations 2: Career Preparation
- Career Explorations 3: Embarking on your Journey
- Portfolio Development 1: Developing my Personal Profile
- Portfolio Development 2: Community Connections and My Future Career,
- Portfolio Development 3: Portfolio Presentation

## The Good rED Road

The Good rEd Road Program is a valuable initiative aimed at creating a bridge between previous learning experiences and Indigenous learning environments. By offering students encouragement, support, and reinforcement of their personal learning sovereignty, the program aims to benefit learners who are transitioning to higher education, upgrading skillsets, or moving to new occupations.

While a proposed plan to deliver the 6 micro credentials in January 2022 with the support of eCampus was initially delayed, the collaborative work with First Nations Technical Institute will continue to ensure that all course materials are successfully transferred and uploaded to Kenjgewin Teg's learning management system, Kendan.

## Kenjgewin Teg Expands Learning Opportunities through OntarioLearn

OntarioLearn courses were provided during the 2022-23 year as additional learning opportunities for Kenjgewin Teg students. OntarioLearn provides a multitude of online courses, all shared by Ontario's public Colleges, to provide easy access to high quality courses and/or programs when learners need them no matter where learners are located. As Kenjgewin Teg became the first Indigenous Institute in 2021 to be a member of OntarioLearn, Kenjgewin Teg proudly hosted three courses throughout the 2022-23 year; this served as additional upgrading opportunities for self-motivated individuals with strong independent learning skills to obtain pre-requisites for post-secondary program entry.

## Indigenous Studies Program to be offered by Kenjgewin Teg

In the 2021-22 year, Kenjgewin Teg was gifted with a learning bundle of courses by the University of Sudbury. The gift of courses, focused on Indigenous Language and Culture, provided an opportunity for Kenjgewin Teg to begin the work to offer these courses through the university sector.

Over the 2022-23 year, Kenjgewin Teg reviewed the course bundle and undertook a review, research, and development process to revise the courses to ensure support of content aligned with Anishinabek worldview.

During this process, Kenjgewin Teg was then granted consent to offer the Bachelor of Arts in Indigenous Studies program. With a few courses revised, along with additional courses in development, will be a part of one of the first self-accredited programs that Kenjgewin Teg plans to offer. Kenjgewin Teg continues to be recognized for its commitment to the development of northern rural and urban Indigenous communities through its suite of Post-Secondary and Training programs.



---

## Pillar 3:

# Awareness and Marketing: Anishinabek Education

Kenjgewin Teg will embrace Indigenous (Anishinabek) education reputation excellence and recognition as a highly respected place of learning; Kenjgewin Teg will be a welcoming and supported place of learning for diversity in teaching and learning in its human resources, learners, and organizational development.

The Post-Secondary teams at Kenjgewin Teg have been actively involved in community outreach. Here is a summary of their activities:

- **Manitoulin Secondary School January 10, 2023** – a visit to Manitoulin Secondary School to connect with students and provide information about upcoming programs at Kenjgewin Teg.
- **Elliot Lake Secondary School January 11, 2023** – a visit to Elliot Lake Secondary School to network with students and share information about upcoming programs at Kenjgewin Teg. A specialized information session took place for students interested in Health Sciences.
- **Stellar Awards Ceremony January 25, 2023** – attendance and presentation at the Stellar Awards ceremony in Sudbury; Manitoulin Centennial Manor was nominated by Kenjgewin Teg. The Stellar Awards recognize outstanding employers and individuals who offer exceptional workplace experiences.
- **Cambrian College February 7, 2023** – Information Booth at Cambrian College Career Fair; engaging with students and mature learners, providing information about the upcoming programs available at Kenjgewin Teg.
- **Manitoulin Secondary School March 2, 2023** – attended the Parent Information Night at Manitoulin Secondary School; focus was to provide parents with detailed information about the opportunities available at Kenjgewin Teg.

These outreach activities demonstrate the commitment of Kenjgewin Teg's team members to engage with the community, provide information, and contribute to the overall well-being of current and prospective learners.

## Marketing & Communications Strategy

2022-23 provided a baseline for the development and drafting of a Kenjgewin Teg Marketing and Communications Strategy; a review, analysis and extensive research of current marketing and advertising practices within Kenjgewin Teg took place in order to determine specific strategies and actions to incorporate as part of the marketing and communications strategy. A draft marketing and communications strategy, along with a corresponding budget, was developed and completed by the end of Q4 and it outlines the proposed marketing priorities and action items for the organization over the next five years. The completed Marketing and Communication Strategy will be provided to the Kenjgewin Teg Board of Directors within the 2023-24 year for review and approval with an understanding that the strategy will adapt as required based on the needs of Kenjgewin Teg and its learners in the coming years.

### Social Media, Website, and Communications Platforms

- **Facebook** – Kenjgewin Teg’s Facebook page has seen an increase of 715 followers (17.77% growth) from Q1 Q4. The account has also seen a huge increase in engagement with consistent and targeted posts and recruitment campaigns. Also, there has been a slight increase in the 18-24 age demographic of followers for Kenjgewin Teg, which is the lowest demographic of engagement in 2022-23.
- **Instagram** – Kenjgewin Teg’s Instagram account has seen an increase of 176 people (20.46 growth) since Q1 to Q4. The account underwent a huge “makeover” with the addition of story icons (upcoming programs, news, employment, health and wellness, trades etc.) and a targeted photo, brand-focused look. In addition, more reels (videos) have been uploaded which have provided a great response through engagement.
- **TikTok** – a TikTok account was established for Kenjgewin Teg in Q2. Although the growth in followers and engagement has been slow (compared to other social media platforms of Kenjgewin Teg), the response to the posted recruitment videos were good. A short-term goal within the next fiscal year is to ensure Kenjgewin Teg becomes a verified account to provide an avenue to increase followers per varying demographics.
- **Website** – The Kenjgewin Teg website had 3,569 new visitors in the last 30 days of Q4, a 9% increase from the previous 30 days and 7,364 page views, a 12% increase. The website has also seen a 19% decrease in its bounce rate (percentage of single page visits), meaning that individuals are staying longer on the website and exploring numerous pages during their visit. The website continues to be updated regularly to ensure updated program and service information is accurate and consistent with advertising and media platforms.
- **Canva** – a Canva Pro team account for Kenjgewin Teg was established during Q2 to allow a simple, easy-to-use online program for internal graphic design through shared collaboration amongst team members. The key branding elements of Kenjgewin Teg were uploaded to ensure consistent, professional brand imaging is utilized in all marketing/advertising elements. In addition, templates were created with those branding elements that can be shared and used by internal staff members to create draft factsheets, posters etc. for final review and approval of the Kenjgewin Teg Marketing and Communications department prior to distribution.

- **FlipSnack** – FlipSnack is an online tool that provides easy sharing of a document as an interactive element. This tool/platform subscription was obtained to convert the Student Services Handbook, viewbook, and other documents into a mobile-friendly and eco-friendly document for Kenjgewin Teg learners that can also be embedded into the CampusLife page and institute website.
- **MailChimp** – An organizational account established in 2022-23 to continue to enhance digital Communique development and distribution quarterly.
- **Internal Lobby TV at Main Building and ASIRC Building** – internal communication boards that are now updated regularly to align with consistent branding and imagery/ content for on-site campus learners and visitors.

## Social Media Benchmarks 2022–2023

### Mailchimp

**July 2022** - 1,040 subscribers  
**May 2023** - 1,200 subscribers

### Instagram

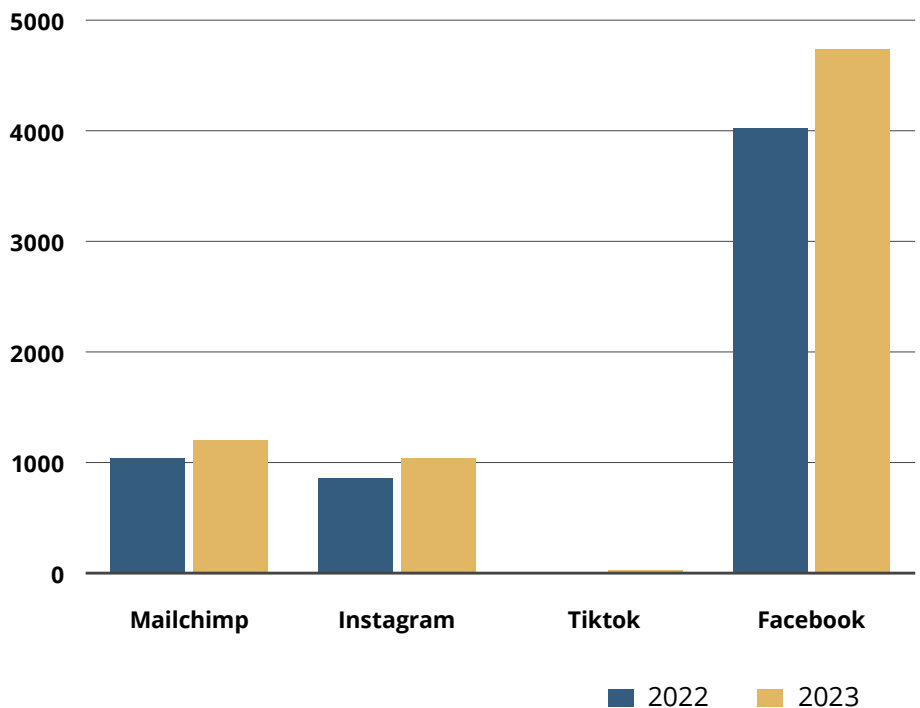
**July 2022** - 860 followers  
**May 2023** - 1,036 followers

### Tiktok

**July 2022** - 0 followers  
**May 2023** - 22 followers

### Facebook

**July 2022** - 4,023 followers  
**May 2023** - 4,738 followers



## Alumni – Celebrating and Communicating Successes

As part of the overall Marketing and Communications strategy, a Kenjgewin Teg Alumni program was in the research and development stage in 2022-23; the Marketing and Communications team, along with other internal program team members, initialized a review of other post-secondary institutes' alumni programs – including the pros and cons of each. Communicating, monitoring, and recognizing alumni of Kenjgewin Teg programs will have a tremendous impact on the overall learner engagement as well as provide valuable feedback for increased program engagement and growth.

## Branding & Awareness Guidelines, Recognition, and Events

Initial themed branding was conceptualized in the 2021-22 year for niche/core programs in an effort to provide recognition for program areas of focus (Health & Wellness, Trades & Skills, Teaching & Learning, and Business & Technology). Key colours from the Branding Guide V1 were selected to be used as the dominant colour on factsheets for each of the core programs. This allows the factsheets to easily be identified and associated with their core program area/category.

Pre-designed templates were developed and provided for staff as requested/required, and general templates are updated monthly to enhance branding and awareness initiatives within the marketing and communications strategy.

During Q3, an internal Marketing & Communications policy was drafted and provided to the Board of Directors for review and approval; the Board of Directors reviewed and approved the policy in January 2023.

Initial discussions and planning took place in 2022-23 regarding a celebration and awareness event for organizational accreditation; a Spring 2023 date was established for the event celebration but was subsequently postponed due to high priority projects and tasks at the end of the fiscal year. Further planning and implementation will aim to host a 2023-24 celebration event that will coincide with inaugural program accreditation.



## Kenjgewin Teg Celebrates Staff and Students

Kenjgewin Teg coordinated and hosted the inaugural staff and student awards celebration event on February 2, 2023; the event was established to celebrate and recognize the learning and accomplishments of learners and staff, together, on an annual basis. Previously, student awards were presented during the graduation celebration and the staff awards were held separately in a private setting. Now, a shared celebration presents an opportunity for learners and staff to connect and share lifelong learning experiences together, maintaining the sense of 'community.'



## Kenjgewin Student Awards Recipients

Student Award	Recipient
Kenjgewin Teg Board of Directors Award	Lakota Preston
Kim Corbiere Mino Bmaadziwin Memorial Award	Elaine Trudeau
Brian Bisson-Baa Memorial Award	Cassandra Bisson
Charles Shawanda Memorial Award	Sasha Hare
Sara Peltier Memorial Award – Educational Excellence	Amanda Third
Lloyd Debassige Memorial Award - Trades Program	Cecil Lamarr
Lewis Debassige Memorial Award – Kenjgewin Teg Leadership	Ryan Tricco
Glen Crawford Award – Embracing your Educational Journey	Margo Turple
Martin Bayer Award	Sarah Migwans-Bayer
Kino-Maage Gimaa (President’s) Award	Austin Pangowish
Indigenous Institutes Consortium Award	Austin Pangowish
Board Award - Whitefish River – Post Secondary	Melissa Jacko
Board Award – Sheguiandah – Post Secondary	Marcus Collinson
Board Award – Sheshegwaning- Post-Secondary	Lakota Preston
Board Award – Aundeck Omni Kaning – Post Secondary	Tyler Tokaraz
Board Award – M’Chigeeng – Post Secondary	Melissa Jacko
Board Award – Constance Lake – Post Secondary	Lindsay Owl
Board Award – Zhiibaahaasing – Post Secondary	Casey Digby
Board Award – Sagamok – Post Secondary	Chris Spong

## Employee Awards

### Indigenous Institutes Consortium

Presented to a deserving instructor serving as exemplary role models in culture and language in the Kenjgewin Teg learning environment.

**Presented to Dave Barnes**

### Distinguished Service Award

The Distinguished Service Award recognizes Kenjgewin Teg employees who, for a variety of reasons, have exemplified what it means to be a great employee.

**Presented to Whitney McGraw**

### The “Innovation of the Year Award”

The Innovation of the Year Award recognizes an individual that has designed and implemented a significant innovation.

**Presented to Emily Deegan**

### Outstanding Service to Education Award


The Outstanding Service to Education nominee demonstrated outstanding service, directly or indirectly, to Kenjgewin Teg students, clients, or staff.

**Presented to Amy Debassige**

## Digital, Print, Media Advertising

As part of the overall Marketing and Communications strategy, a Kenjgewin Teg Alumni program was in the research and development stage in 2022-23; the Marketing and Communications team, along with other internal program team members, initialized a review of other post-secondary institutes' alumni programs – including the pros and cons of each. Communicating, monitoring, and recognizing alumni of Kenjgewin Teg programs will have a tremendous impact on the overall learner engagement as well as provide valuable feedback for increased program engagement and growth.

- **Boosted posts** on Instagram and Facebook (\$25 average) provided great results with high reach/engagement (averaging 5,000) and click-throughs to the website.
- **Digital advertising campaigns** for the programs were completed through Manitoulin.com (Expositor website) and Sudbury.com. Both yielded good click-through rates.
- **Employment ads** were posted through the classified employment section on Sudbury.com. Boosted employment ads yielded high engagement on social media, with one of the highest boosted post having over 7,000 impressions and 212 click-throughs. In addition, a new 'display' style of print employment advertising (in The Expositor) was trialed which provided a more cost-effective approach to employment advertising.
- **Print advertising** took place in the following publications: The Manitoulin Expositor, the 29th Annual Great Lakes Pow Wow Guide, Education for Employment, Canadian School Counsellor and Ontario Native Women's Association - She is Wise. Over the last year print advertising has been reduced, focusing on key publications with a good circulation and audience. QR codes have been added to all print advertisements to direct traffic to the website and for campaign tracking.




### KENJGEWIN TEG

*inspired learning for all!*

*Kenjgewin Teg is an accredited Anishinabek place of learning, offering a flexible learning environment that supports students in their academic and career pathways. It is located on M'Chigeeng First Nation on Manitoulin Island, Ontario.*

#### WHY STUDY AT KENJGEWIN TEG?

- » OPEN, COMMUNITY-BASED LEARNING ENVIRONMENT
- » CENTRAL LOCATION ON MANITOULIN; CLOSE TO HOME AND FAMILY
- » ACCESS TO STUDENT SUPPORT SERVICES
- » ANISHINABEK CULTURAL LEARNING
- » TEACHERS AND STAFF THAT ARE INVESTED IN YOUR LEARNING JOURNEY



KENJGEWINTEG.CA



# Pillar 4:

## Foundations for Growth

Solid foundations will begin in governance, standards, policies and processes to ensure and preserve Kenjgewin Teg's identity as an Anishinabek place of learning.

### Board Governance

The Annual General Meeting (AGM) was held on July 28, 2022. The Board of Directors approved the 2021-2022 AGM meeting minutes, the audited financial statements for the 2021-2022 year and accepted the 2021-2022 Annual Report.

Regular Board of Directors meetings were held on April 12, May 26, June 23, July 28, August 24 & 25, October 6, 27, December 6, 2022 and January 26, February 28, March 20, 2023.

The Board of Directors met on August 24 & 25 to partake in Board Governance Training; discussions included current governance structure as well as potential future governance structure. This session was information to the board, both in the context of Canadian and Ontario legal requirements and from an Anishinaabe Aadziwin Worldview.

### Waawaaskoneh Foundation

The Waawaaskoneh Foundation will fund life-long learning programs to students enrolled at Kenjgewin Teg. The Foundation will provide bursaries or awards directly to eligible students enrolled in post secondary education at Kenjgewin Teg.

Waawaaskoneh Foundation will be part of a long-term strategy to enhance student supports and success. Revisions to the corporate by-law was proposed at the Waawaaskoneh AGM that was held on January 26, 2023. Thereafter, a charitable status application to the Canada Revenue Agency (CRA) will be submitted summer 2023. Once these two key elements and a successful CRA application has been approved, the Foundation will be ready for philanthropic activity.

## Mino Goondawin: A Resource for Mnidoo Mnising Employers

This is a continuing curriculum project that expands on the Mino Goondawin resource that was first developed and drafted in Spring 2022 through the collaborative work with the Maamwi Naadamadaa Partners; after an extensive review and edit, Kenjgewin Teg will present Mino Goondawin as a Cultural On-boarding Manual to serve as a resource to assist with Human Resource support and growth. The next phase will entail Mino Goondawin as a micro-credential; development of this micro-credential began in the winter of 2023 and aims to be completed and ready for implementation in Summer or early Fall 2023.

## Internal Policy Review

The Kenjgewin Teg Personnel Policy underwent a comprehensive review to ensure its alignment with the institute's status as an accredited Indigenous Institute and to incorporate any relevant policies approved in the past ten years or more. This review, conducted in October and November of 2022, resulted in significant changes to the Personnel Policy.

One of the most significant changes was the extraction and separation of sections from the Personnel Policy into individual Corporate Services Policies; this restructuring aligned the policies with the requirements and standards of being an accredited post-secondary institute.

On December 6, 2022, the Board of Directors held a special meeting to review the policy recommendations arising from the internal review process. The sections extracted from the previous Personnel Policy, along with previously approved policies, were organized and structured into twenty-two (22) separate Corporate Services policies.

Additionally, during the review process, three (3) new Corporate Services policies and one (1) new Research and Institutional Development Policy were established for approval by the Board of Directors. These new policies address emerging needs or areas of focus within the institute.

## Remuneration Review

During 2022-23, a remuneration review process was initiated; a review and analysis of the Kenjgewin Teg Job Classification System and Salary Broadband Ranges is an important step towards ensuring appropriate remuneration levels for new, changed, or future jobs within Kenjgewin Teg. This structured method, involving classification by job type, group level, and qualifications, provides an objective approach to determining the salary grade band for each position. The approval of the Job Classification System by the Board of Directors demonstrates the organization's commitment to fairness and transparency in compensation. The Salary Broadband Ranges recommendations will be reviewed and approved in 2023/24.

# Human Resource Strategy & Planning

## Employee Wellness Session, August 10-12, 2022

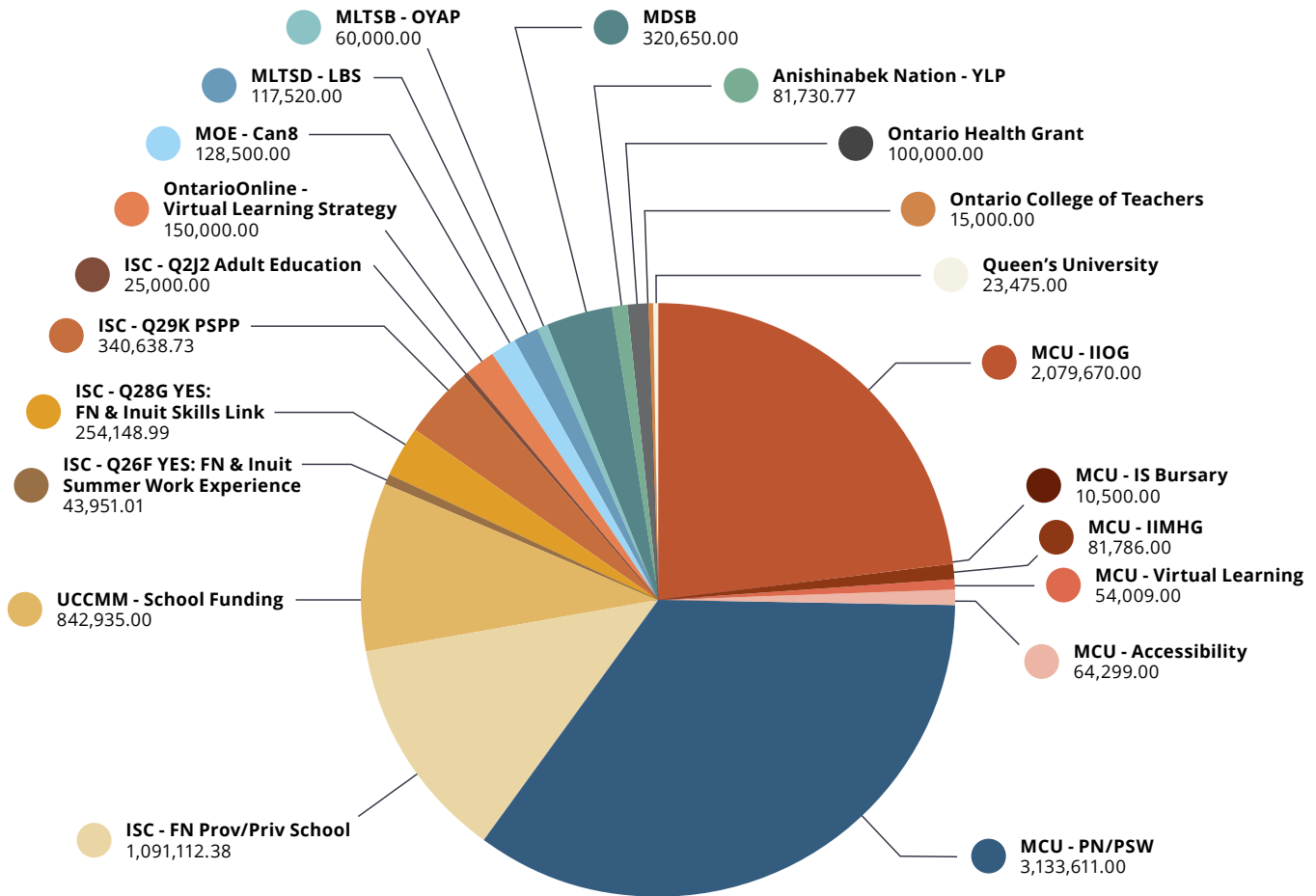
Kenjgewin Teg invested time in the summer of 2022 to provide an opportunity for employees to focus on team building and personal wellness over a two-day schedule. August 10 – 12, 2022 included time for employees to get to know each other and participate in organized activities that included team building, personal wellness, and stress-releasing strategies. For many employees this was the first time meeting each other in-person as a few of them were recruited during the pandemic.

The session was facilitated by Diane Hill, from Six Nations of the Grand River Territory, and Betty Carr-Braint, from Tyendinaga Mohawk Territory. The session aimed to provide an opportunity for Kenjgewin Teg employees to identify challenges, successes and to recommend solutions experienced in the current work environment. There was also time allotted for employees to share ideas and suggestions for the organization's future expansion of programs and services following Kenjgewin Teg's success in meeting all the benchmarks as part of the organization review through the accreditation process through the Indigenous Advanced Education and Skills Council (IAESC).

## New positions that were recruited during 2022-23

- **Director of Health and Wellness:** contract position from April 11, 2022, to April 14, 2023, on a full-time basis.
- **Custodian:** began employment on June 27, 2022, as a permanent full-time position.
- **Clinical Lead/Lab Instructor:** contract position from April 25, 2022, to April 14, 2023, on a full-time basis.
- **Skills and Trades Assistant:** began employment on June 27, 2022, and will continue until June 23, 2023.
- **Anishinaabemowin Kindaaswin Technical Support:** contract position from May 9, 2022, to March 31, 2023, on a part-time basis.
- **Dean of Student Enrolment and Wellness:** began employment on August 15, 2022, as a permanent full-time position.
- **President:** recruitment began in August 2022 in collaboration with Leaders International, this work continued in the 2023-2024 year.
- **Faculty Member - Trades:** began employment on August 19, 2022, as a permanent full-time position.
- **Dean of Post-secondary Education and Training:** began employment on June 27, 2022, as a permanent full-time position.
- **Indigenous Early Years Instructor:** began employment on September 26, 2022, on contract full-time basis to December 15, 2023.
- **Marketing and Communication Specialist:** began employment on June 27, 2022, as a permanent full-time position.
- **Academic Coach:** contract position that began employment on November 14, 2022, contract to May 31, 2024.

# 2022–2023 Kenjgewin Teg Funding





Funder	\$
MCU - IS Bursary	10,500.00
MCU - IIMHG	81,786.00
MCU - Virtual Learning	54,009.00
MCU - Accessibility	64,299.00
MCU - PN/PSW	3,133,611.00
ISC - FN Prov/Priv School	1,091,112.38
UCCMM - School Funding	842,935.00
ISC - Q26F YES: FN & Inuit Sumer Work Experience	43,951.01
ISC - Q28G YES: FN & Inuit Skills Link	254,148.99
ISC - Q29K PSPP	340,638.73
ISC - Q2J2 Adult Education	25,000.00
OntarioOnline - Virtual Learning Strategy	150,000.00
MOE - Can8	128,500.00
MLTSD - LBS	117,520.00
MLTSB - OYAP	60,000.00
MSDSB	320,650.00
Anishinabek Nation - YLP	81,730.77
Ontario Health Grant	100,000.00
Ontario College of Teachers	15,000.00
Queen's University	23,475.00
<b>Total Revenue</b>	<b>9,018,536.88</b>


# 2022–2023 Audited Financial Statements

## Kenjgewin Teg Statement of Financial Position *As at March 31, 2023*

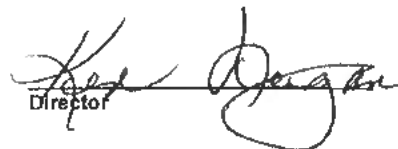
	2023	2022
<b>Assets</b>		
<b>Current</b>		
Cash resources	10,418,124	8,632,064
Accounts receivable (Note 3)	800,648	851,092
Prepaid expenses	86,843	91,955
	<b>11,305,615</b>	<b>9,575,111</b>
Long-term receivables (Note 4)	130,738	158,273
Tangible capital assets (Note 5)	6,461,162	6,545,592
	<b>17,897,515</b>	<b>16,278,976</b>
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	641,863	798,018
Deferred revenue (Note 7)	1,499,701	1,104,589
	<b>2,041,564</b>	<b>1,902,608</b>
Deferred capital contributions (Note 8)	5,647,964	5,835,850
	<b>7,689,528</b>	<b>7,738,456</b>
<b>Commitments (Note 9)</b>		
<b>Net Assets</b>		
Invested in tangible capital assets	813,198	709,742
Unrestricted Reserves (Note 10)	5,681,654	5,460,108
	<b>3,713,135</b>	<b>2,370,670</b>
	<b>10,207,987</b>	<b>8,540,520</b>
	<b>17,897,515</b>	<b>16,278,976</b>

Approved on behalf of the Board

  
Director

  
Director

  
Director

  
Director

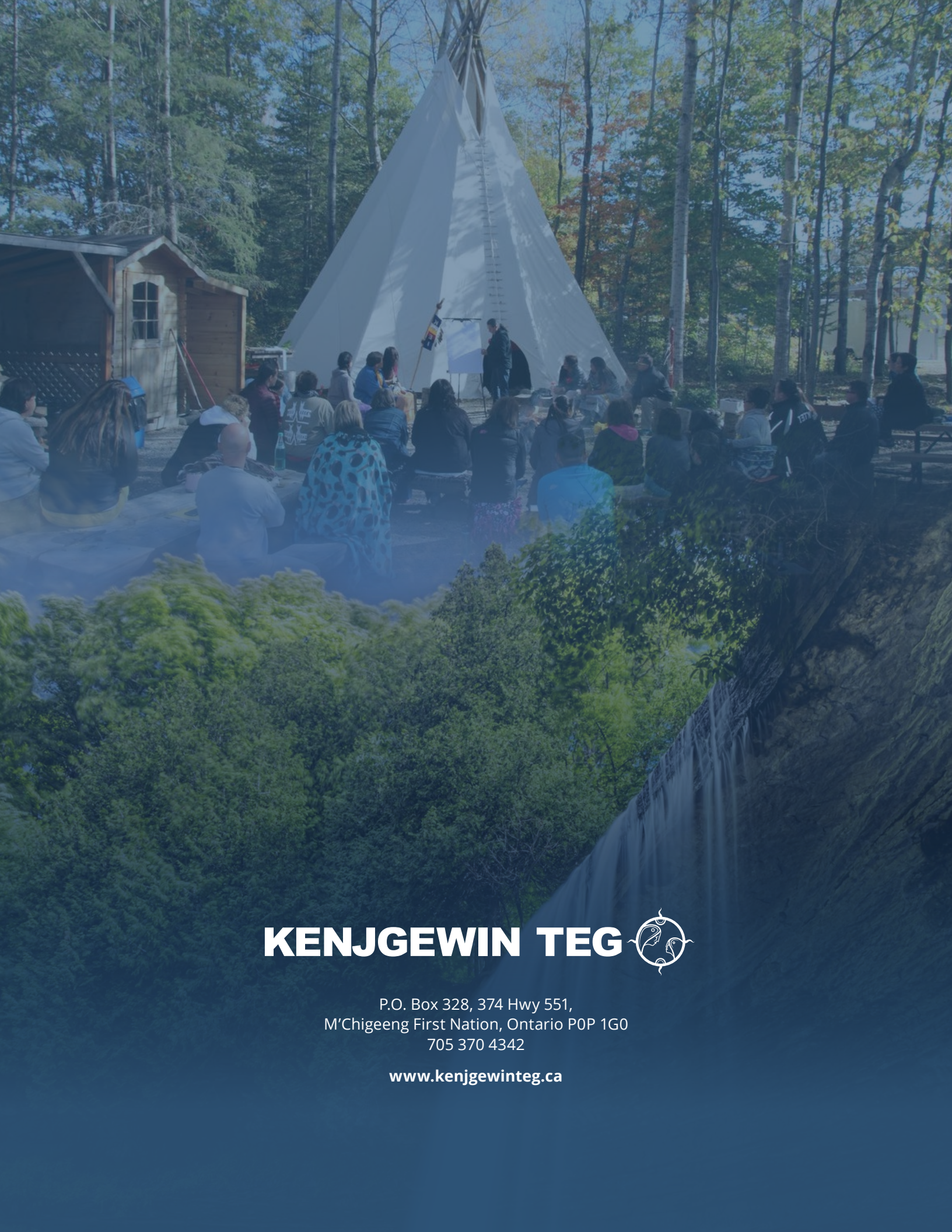
  
Director

The accompanying notes are an integral part of these financial statements

**Kenjgewin Teg**  
**Statement of Operations**  
*For the year ended March 31, 2023*

	2023 <i>Budget</i>	2023	2022
<b>Revenue</b>			
Indigenous Services Canada	2,963,575	1,754,851	1,697,150
Ministry of Colleges and Universities	4,746,739	5,076,895	2,289,903
Ministry of Labour, Training and Skills Development	-	186,980	148,218
Ministry of Education	106,250	127,500	-
United Chiefs and Council of M'Nidoo M'Nising	529,681	842,935	836,785
Union of Ontario Indians	80,000	81,731	81,731
M'Chigeeng First Nation	-	-	82,715
Ontario Online Learning Consortium	-	150,000	956,400
Community colleges	130,724	161,520	120,650
Queen's University	28,755	30,325	23,523
Manitoulin-Sudbury District Services Board	320,650	334,750	334,750
Fees, tuition and contracts	35,000	41,341	79,487
Sales and services	-	13,937	3,720
Administration fees	32,066	2,700	48,168
Other	72,200	45,775	114,551
Repayment of funding	-	(429,111)	(205,402)
Deferred revenue, beginning of year <i>(Note 7)</i>	-	1,104,588	1,320,559
Deferred revenue, end of year <i>(Note 7)</i>	-	(1,499,701)	(1,104,588)
Amortization of deferred capital contributions <i>(Note 8)</i>	-	287,886	272,887
	9,045,640	8,314,902	7,101,207
<b>Expenses</b>			
Administrative	32,056	-	37,585
Amortization of tangible capital assets	-	355,948	347,079
Bad debts	-	291,831	-
Bank charges and interest	10,000	7,617	9,692
Bursaries	1,000	10,900	10,919
COVID expenses	632,901	242,832	285,767
Cost recoveries	-	(4,948)	(2,000)
Facility rental	13,200	78,949	42,246
Insurance	68,500	36,373	43,977
Licences, fees and dues	14,500	17,713	15,003
Office and general	116,880	34,083	62,381
Professional development	125,254	159,816	114,265
Professional fees	64,000	66,963	170,965
Program delivery - materials and services	5,394,100	2,152,501	1,450,183
Promotion	91,000	54,137	52,159
Repairs and maintenance	57,500	98,697	104,848
Salaries and benefits	2,383,711	2,400,211	2,755,449
Student allowance	-	1,157	30,964
Student transportation	2,500	2,723	126
Supplies	152,311	442,644	164,383
Telephone	20,000	25,325	11,378
Travel	75,000	71,685	107,207
Utilities	55,000	100,278	91,838
	9,309,413	6,647,435	5,906,394
<b>Excess (deficiency) of revenue over expenses</b>	<b>(263,773)</b>	<b>1,667,467</b>	<b>1,194,813</b>

*The accompanying notes are an integral part of these financial statements*



# KENJGEWIN TEG

P.O. Box 328, 374 Hwy 551,  
M'Chigeeng First Nation, Ontario P0P 1G0  
705 370 4342

[www.kenjgewinteg.ca](http://www.kenjgewinteg.ca)