SERDC

Southeast Resource Development Council



# ANNUAL REPORT

## 2025-2026

SERDC
Southeast Resource Development Council

Acting as a representative body for 8 First Nations, the Southeast Resource Development Council (SERDC) focuses on the needs of our member communities. Our aim is to support our people through on and off-reserve programs and services including health clinical services, health programs, housing and advisory services, social supports, and employment and training.

Brokenhead Ojibway Nation

Black River First Nation

Hollow Water First Nation

Bloodvein River First Nation

Berens River First Nation

Poplar River First Nation

Pauingassi First Nation

Little Grand Rapids First Nation

## MISSION

The mission of the SERDC is to develop, coordinate and deliver programs and services to achieve the goals and aspirations of our communities as mandated by the leadership.

## VISION

Working together to enhance the self-sufficiency and wellness of our comunity for current and future generations.

## VALUES

SERDC believes in a culture and environment that promotes open and honest communication. It seeks to treat the people and entities (its clientele) with dignity, respect, understanding and fairness. SERDC also strives to be accountable and transparent in fulfilling of duties and responsibilities. Towards that end, we are guided by culture guidance from our Elders.

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## Memorial Tribute to Chief Jim Bear

*July 23, 1946 - August 27, 2025*

It is with profound sadness and deep gratitude that we honor the life and legacy of Chief Jim Bear, who was a visionary leader, Residential School Survivor, and one of the founding voices of the Southeast Resource Development Council (SERDC). A direct descendant of Saulteaux Chief Peguis and a proud citizen of Brokenhead Ojibway Nation, Chief Bear dedicated his life to the service of his people and First Nations across Turtle Island. Serving eleven terms on Chief and Council, he was a steadfast advocate for Treaty implementation, Indigenous rights and sovereignty, economic independence, and the health and well-being of our Nations.

In 1978, Chief Bear co-founded SERDC and served as its first Board Secretary, helping to establish an organization grounded in the collective strength and self-determination of Southeast First Nations. His vision continues to guide our work today. Throughout his lifetime, he championed initiatives that strengthened Indigenous governance, safeguarded our natural resources, advanced mental health and wellness, and created opportunities for future generations. His leadership was instrumental in the establishment of South Beach Casino & Resort, the Manitoba First Nation School System, the first Indigenous Junior A hockey club, and the Bruce Oakes Recovery Centre, among many other accomplishments.

Chief Bear's contributions extended far beyond the borders of his home Nation. He was a bridge-builder who brought people together in pursuit of a stronger future for First Nations peoples. His lifelong commitment to advancing the rights, sovereignty, and prosperity of Indigenous communities earned him numerous honors, including the Treaty One Lifetime Achievement Award, a fitting recognition of a lifetime spent in service to others.



More than his accomplishments, Chief Bear will be remembered for his wisdom, humility, and unwavering spirit. As we reflect on his extraordinary legacy, we are reminded that the institutions he helped build and the values he championed continue to shape the path forward for our Nations. His vision lives on in the work of SERDC and in the generations of leaders he inspired.

We extend our heartfelt condolences to his family, loved ones, and the citizens of Brokenhead Ojibway Nation. May we honour Chief Jim Bear not only in our words, but in our continued commitment to the principles he held dear - unity, sovereignty, service, and the well-being of our people. Miigwetch, Chief Jim Bear. May you journey peacefully to the Spirit World. Your legacy will continue to guide us for generations to come.

## Message from the Co-Chairs, Board of Directors

Aaniin/ Boozhoo,

On behalf of the Board of Directors, we are honored to extend our greetings to the Southeast Resource Development Council's member First Nations, leadership, Elders, Knowledge Keepers, youth, staff, partners, and all those who continue to walk alongside our communities. Rooted in our languages, cultures, teachings, and connection to the land, our Nations continue to lead with courage and determination while navigating both opportunities and challenges. From celebrating our traditions and uplifting our youth to advancing community priorities and strengthening partnerships, we remain guided by the collective vision of our people and our inherent rights as First Nations.

This year has called upon us to stand firmly in reaffirming Indigenous rights, jurisdiction, and sovereignty. Across our Nations, important work continues in advancing self-determination, strengthening governance, and advocating for culturally grounded approaches to child and family well-being. While the impacts of colonial systems continue to affect our communities, we are reminded that our children belong not only to their families but to our Nations, our teachings, and our future. Together, we remain committed to ensuring that they are supported, protected, and empowered to thrive within their communities. Each Southeast First Nation carries its own beauty, history, and gifts. Together, we are united by our shared commitment to self-determination and ensuring our communities remain strong, healthy, and thriving. Our children are at the heart of this work, reminding us of our responsibility to protect, nurture, and advocate for their future.

We would like to acknowledge the dedicated staff and management of SERDC, whose hard work and commitment continue to support the priorities of our member Nations. Your efforts strengthen our communities every day, and we are grateful for all that you do in service of our people. As we reflect on the year behind us and look to the future, we do so with hope and determination. By standing together, we honor our ancestors, uphold our responsibilities as leaders, and continue the work of building stronger Nations for generations to come.

Miigwetch for your continued leadership, partnership, and trust.

Chief Gordon BlueSky

Chief Roddy Owens

Co-Chairs, On behalf of the Board of Directors
Southeast Resource Development Council



**Chief Roddy Owens**
Pauingassi First Nation



**Chief Gordon BlueSky**
Brokenhead Ojibway Nation

## Message from the Tribal Director

Aniin Bozhoo!

In the short two years since joining SERDC as the Tribal Director, I have observed our staff do the most incredible work in the direct delivery of program services and advisory activities aligned to SERDC's mission, vision, and values, for today and into the future.

Our organizational accountability and governance guided by the SERDC Chiefs Board of Directors included an amendment of By-law No. 1 of the corporation replaced by By-Law No. 3 at the Special Board meeting held on December 18, 2025, signed by resolution of January 30, 2026. By-law No. 3 affirms the eight Southeast First Nations as members of the corporation and each First Nation is represented on the Chiefs Board of Directors as voting members at the Annual General Assembly. Key developments this past year include:

- **The SERDC Board of Directors approved the SERDC Five-Year Strategic Plan (2025-2030),** which will guide our work through a focus on leadership, communication, and stewardship, while advancing five strategic priorities: Financial Sustainability and Growth, Organizational Effectiveness, Mino-Pimatisiwin (Living a Good Life) through Cultural Integration, Community Relations, and Partnerships and Collaboration.
- **Planning for an expansion of the Southeast Personal Care Home** that opened in 2011 as an 80-bed facility. Introductory meetings have been held with Winnipeg Regional Health Authority on service possibilities. Adjacent properties for expansion require more inquiry.
- **A joint initiative with SERDC affiliates Shawano Wapunong Investments Corporation, Southeast Child and Family Services and Shawenim Abinoojii** towards **establishing a healing land based residential wellness recovery and aftercare model** in a multi phased process. The scope of facilities and operations to securing resources is still in progress.
- **Leadership advocacy on community safety and policing to improve services and funding for SERDC First Nations** is at the discussion stage with the federal government to obtaining essential service status. The House of Commons Report of the Standing Committee on Indigenous and Northern Affairs titled "Beyond Enforcement: Supporting Indigenous-Led Public Safety and Well-Being Initiatives" concludes that "Indigenous communities are best positioned to identify and lead public safety solutions that meet their unique needs and circumstances.".

In addition, the forgoing annual report on program and services identify this year's successes. More work and advocacy lie ahead through the SERDC Chiefs leadership and Staff to provide support to the community-based services for the member SERDC First Nations.



Gitchi-Miigwetch!

I Linklater

Irene Linklater, B.A., LL.B
Tribal Director

## Message from the Chief Financial Officer

Greetings!

As Chief Financial Officer of Southeast Resource Development Council, I am honoured to contribute to the organization's programs and services for the SERDC First Nations.

Financial stewardship is about more than budgets, financial statements, and reporting. It is about ensuring that resources entrusted to SERDC are managed with care, accountability, transparency, and respect, and that financial decisions support the SERDC strategic priorities, mandate, and the long-term sustainability of the organization.

Over the past year, we have continued to strengthen SERDC's financial foundation. We have focused on improving financial planning and reporting, strengthening policies and internal controls, advancing financial systems, supporting programs in managing their resources effectively, and working to maintain and grow the funding available to advance SERDC's mandate. We have also begun modernizing our financial systems to provide better, more timely information to the Board of Directors, leadership, and program directors.

Strong financial management gives SERDC a stronger foundation from which to plan for the future, respond to changing needs, pursue new opportunities, and ensure that funding is used responsibly and effectively.

Looking ahead, the focus will remain on financial sustainability and stewardship, accountability, and building the financial capacity required to support SERDC's continued growth. We will continue to strengthen our systems and policies, improve the information available for decision-making, pursue sustainable funding opportunities, and work collaboratively across the organization to ensure resources are directed toward meaningful and lasting outcomes.

I want to acknowledge and thank the SERDC Board of Directors and Executive for their leadership and guidance, and all SERDC staff for their collaboration and efforts. The progress achieved this year has been a shared effort, and it provides a strong foundation for the work ahead.

As we move forward, the Finance team will continue to approach our responsibilities with integrity, transparency, and a commitment to responsible stewardship.

Miigwetch,

Rhonda Bistyak, CPA, B.Comm (Hons)
Chief Financial Officer



## Southeast First Nations

### Language

Anishinaabemowin (Ojibway/Saulteaux) is the primary language spoken across these communities, with different dialects spoken among the Nations. Cree is also spoken in some communities.

### Land Base

The eight member communities comprise a land base of approximately 15,821.2 hectares. Brokenhead Ojibway Nation has outstanding treaty land entitlement. The majority of the communities are situated on the east side of Lake Winnipeg within the Precambrian Shield region of Manitoba. The reserve lands are mostly interspersed with rocky outcroppings.

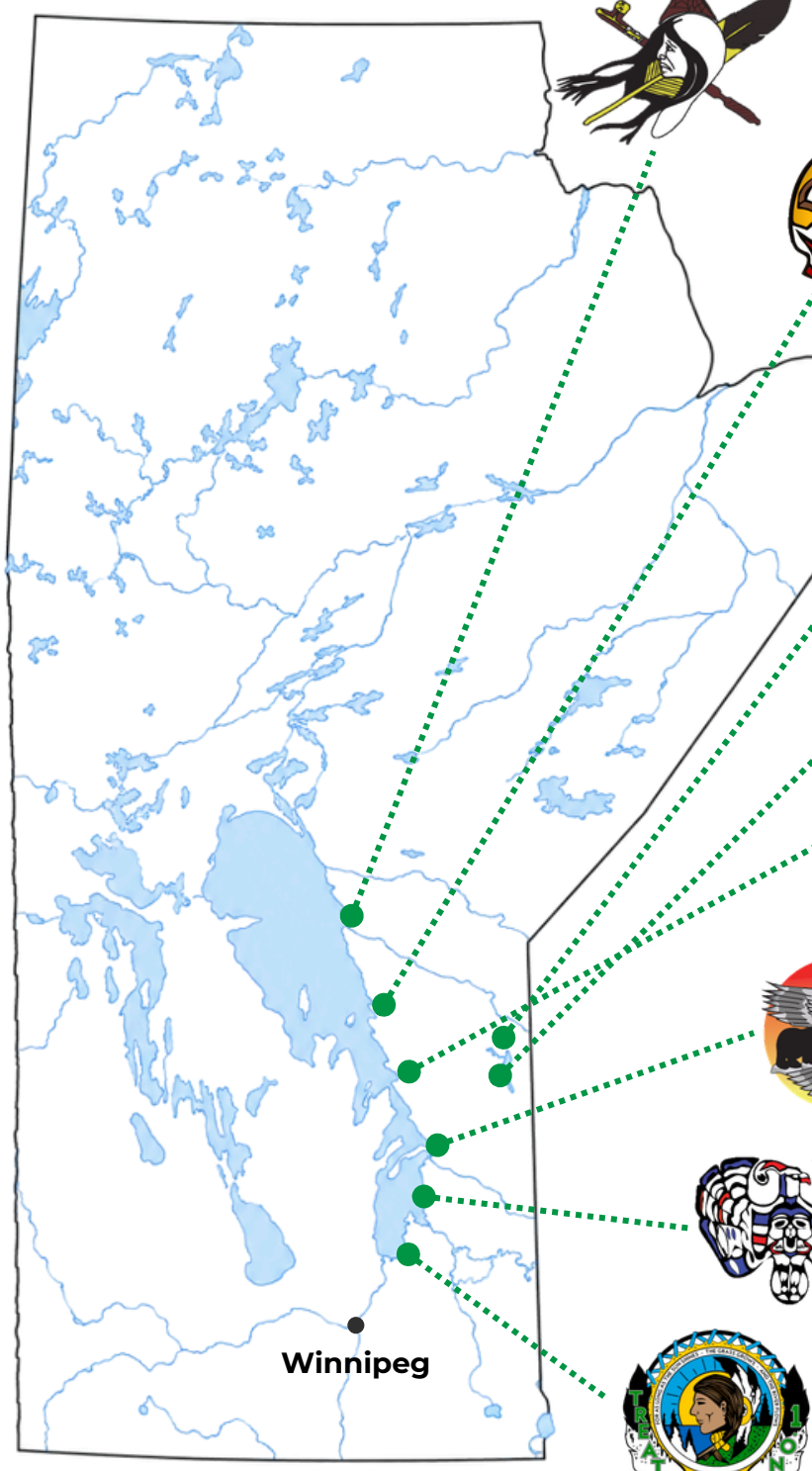
### Population

As of December 2024, the total registered population of the eight SERDC First Nation communities was **17,076**. The **on-reserve** population numbered **9,730** while **7,346** members reside **off-reserve.**

(Source: Population Registered under the Indian Act by Gender and Residence, Government of Canada, 2024)

| First Nation | On-Reserve | Off-Reserve | Total Members |
|---|---|---|---|
| Berens River First Nation | 2,282 | 1,560 | **3,842** |
| Black River First Nation | 959 | 757 | **1,716** |
| Bloodvein River First Nation | 1,256 | 888 | **2,144** |
| Brokenhead Ojibway Nation | 684 | 1,610 | **2,294** |
| Hollow Water First Nation | 1,108 | 1,139 | **2,247** |
| Little Grand Rapids First Nation | 1,463 | 447 | **1,910** |
| Poplar River First Nation | 1,325 | 843 | **2,168** |
| Pauingassi First Nation | 653 | 102 | **755** |
| **Totals** | **9,730** | **7,346** | **Grand Total = 17,076** |

## Southeast First Nations




**Asatiwisipe**
Poplar River
First Nation

**Miimiiwiziibiing**
Berens River
First Nation

**Opaawankaashink**
Pauingassi First
Nation

**Mishi-baawitigong**
Little Grand Rapids
First Nation

**Miskwewesibi**
Bloodvein River
First Nation

**Wanipigow**
Hollow Water
First Nation

**Makadewaagamijiwanong**
Black River
First Nation

**Baaskaandibewiziibing**
Brokenhead
Ojibway Nation

## Southeast First Nations

### History

The eight Bands of SERDC are signatories to the following treaties:

- **Treaty #1 (1871)** Brokenhead Ojibway Nation
- **Treaty #5 (1875)** Berens River First Nation, Little Grand Rapids First Nation, Pauingassi First Nation and Poplar River First Nation
- **Adhesion to Treaty #5 (1876)** Bloodvein River First Nation and Hollow Water First Nation
- **Adhesion to Treaty #5** in Winnipeg (1876) Black River First Nation



## Southeast Resource Development Council

The Southeast Resource Development Council (SERDC) was established in 1978 through Constitution, By-Laws and Articles of Incorporation to deliver programs and services to community members of the Southeast Tribal Council.

SERDC focuses on the needs of our member communities. Our mission is to support our people through on and off-reserve programs and services, including health clinical services, health programs, housing and advisory services, social supports, and employment and training.

Since its inception, SERDC and its for-profit business arm, Shawano Wapunong Investments Corporation (SWIC), which was established in 1982, have undergone significant growth and transformation.

### VISION

Working together to enhance the self-sufficiency and wellness of our comunity for current and future generations.

### MISSION

The mission of the SERDC is to develop, coordinate and deliver programs and services to achieve the goals and aspirations of our communities as mandated by the leadership.

### VALUES

SERDC believes in a culture and environment that promotes open and honest communication. It seeks to treat the people and entities (its clientele) with dignity, respect, understanding and fairness. SERDC also strives to be accountable and transparent in fulfilling of duties and responsibilities. Towards that end, we are guided by cultural guidance from our Elders.

**Founding Members of SERDC**

**Chief Harry Cook,** Bloodvein First Nation
**Chief Jim Bear,** Brokenhead Ojibway Nation
**Chief James Swain,** Berens River First Nation
**Chief Jim Thunder,** Buffalo Point First Nation
**Chief Lawrence Morrisseau,** Fort Alexander First Nation
**Chief Arnold Williams,** Hollow Water First Nation
**Chief Henry Bird,** Black River First Nation
**Chief John J. Leveque,** Little Grand Rapids First Nation
**Chief Albert Bittern,** Poplar River First Nation
**Chief Eugene Courchene,** VP, Southeast Region, MIB

## Southeast Resource Development Council

Governance

SERDC is governed by a Board of Directors comprised of the Chiefs of our eight member First Nations. Through regular Board meetings, the Chiefs provide strategic leadership, direction, and oversight to ensure the organization remains accountable to the communities we serve. Guided by the priorities and aspirations of Southeast First Nations, the Board monitors progress toward SERDC's Strategic Plan, supports informed decision-making, and helps advance initiatives that strengthen community well-being, self-determination, and regional collaboration. Their leadership ensures that SERDC's work remains grounded in the values, needs, and vision of our Nations.



**Chief Gordon BlueSky**
Brokenhead Ojibway Nation (Co-chair)



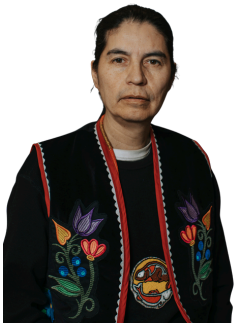
**Chief Sheldon Kent**
Black River First Nation



**Chief Larry Barker**
Hollow Water First Nation



**Chief Lisa Young**
Bloodvein River First Nation



**Chief Hartley Everett**
Berens River First Nation



**Chief Clinton Keeper**
Little Grand Rapids First Nation



**Chief Roddy Owens**
Pauingassi First Nation (Co-chair)



**Chief Darcy Bruce**
Poplar River First Nation

## Southeast Resource Development Council

### Strategic Plan (2025-2030)

The SERDC Strategic Plan 2025-2030 five-year plan was developed through a series of working sessions that involved identifying strategic priorities, establishing clear goals and objectives and determining key performance indicators to measure success over a period of five years.

The planning process reaffirmed that SERDC's Mission, Vision and Values remain relevant and continue to guide the organization. At the same time, the Constitution and By-Laws of the organization were updated and a review of existing Board or Sub-Committee structures was undertaken. Finally, a review of affiliated organizations and governance bodies established to support SERDC's mandate was completed. The Strategic Plan identifies two areas of importance, one focused on Board Governance and one on Operational priorities, and key priorities and goals.

**Part 1 - Board Governance**



**Leadership**
Enhance Board governance and framework.



**Communications**
Enhance transparency and engagement.



**Stewardship**
Enhance accountability and performance.

**Part 2 - Operational**



**Financial Sustainability and Growth**
Enhance financial operational efficiency. Build financial funding capacity.



**Organizational Operations & Effectiveness**
Build administrative capacity. Strengthen operational effectiveness.



**Mino-Pimatisiwin (Cultural Integration)**
Integrate Cultural and Traditional Practices.



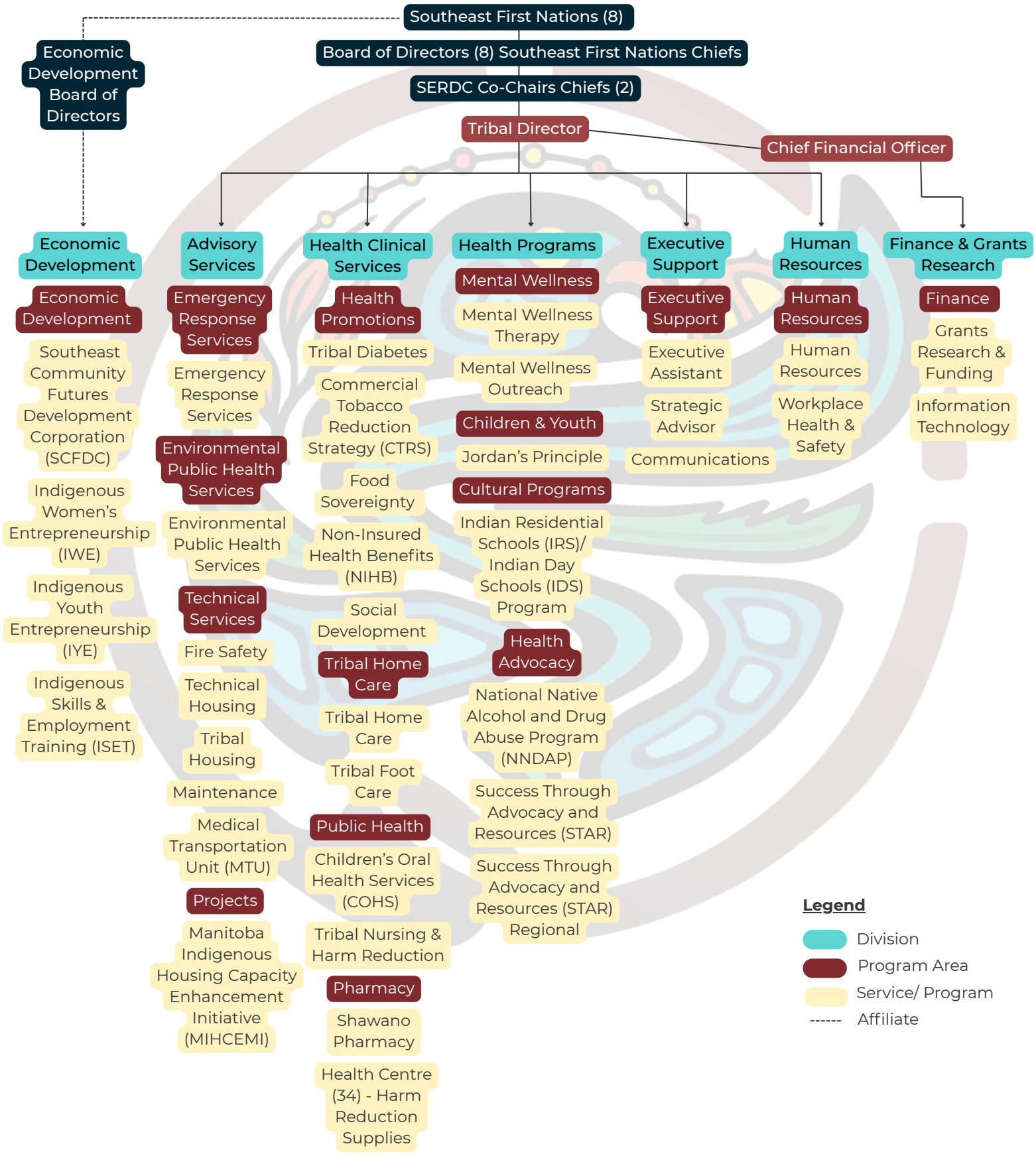
**Community Relations**
Develop collaborative community relations.



**Partnerships & Collaborations**
Collaboration of affiliate. Enhance existing and create new partnerships.

# Southeast Resource Development Council

## SERDC At-a-glance



## Advisory Services

SERDC Advisory Services helps member First Nations strengthen community capacity, long-term planning, infrastructure, and housing management. It focuses on two key areas:

1. **Community Development**: Project planning, studies and assessments, resource management, and capacity building.
2. **Technical Services:** Infrastructure and housing planning, technical standards compliance, inspections, environmental assessments, training, risk management, fire safety, and drinking water quality support.

Overall, the division supports sustainable community development, informed decision-making, and greater self-sufficiency for SERDC member First Nations. By providing professional planning, technical expertise, housing support, and capacity-building services, SERDC enables communities to make informed decisions about land use, infrastructure investment, housing, environmental management, and long-term community development.

Advisory Services include:

- Emergency Response Services
- Environmental Public Health Services
- Fire Safety
- Technical Housing
- Tribal Housing
- Maintenance
- Medical Transportation Unit
- Manitoba Indigenous Housing Capacity Enhancement and Mobilization Initiative (MIHCEMI)




*MIHCEMI 2025 Annual Housing Conference held April 2-3, 2025 at the Victoria Inn, Winnipeg*

## Director of Advisory Services Message

Aniin/Boozhoo,

Supporting the Southeast First Nations begins with strong relationships and a shared commitment to community well-being. By working alongside communities, Advisory Services helps strengthen local capacity, support informed decision-making, and advance sustainable community development. Throughout the year, our team had the privilege of collaborating with leadership, community members, Elders, Knowledge Keepers, staff, and partners on housing, infrastructure, environmental public health, fire protection, emergency management, and maintenance.

Through technical expertise, training, assessments, and capacity-building support, we helped communities respond to immediate priorities while preparing for the future. Guided by First Nations leadership and self-determination, our work respects each community's strengths, knowledge, and aspirations, supporting community-driven decisions that reflect local needs, values, and long-term goals.

We extend our sincere thanks to the eight Southeast First Nations, their leadership and staff, our Advisory Services team, and our partners for their trust, collaboration, and dedication. We are grateful for the opportunity to work together toward strong, resilient communities for current and future generations.

Miigwech,



Chris Olson, B.Sc., CBCO
Director of Advisory Services



## Emergency Response Services

### Tribal Emergency Response Program

The Tribal Emergency Response Program supports SERDC Member Nations in strengthening emergency preparedness, response, recovery, and community resilience. Working closely with Community Emergency Coordinators, leadership, emergency responders, Indigenous Services Canada (ISC), and other partners, the program provides emergency management planning, coordination, training, situational awareness, and technical support. A key priority is ensuring emergency management approaches reflect the unique needs and realities of First Nations communities.

**Staffing**

David Schellenberg, Tribal Emergency Response Coordinator



*Photo taken during our Hazard Identification and Risk Assessment Little Grand Rapids (LGR) - Pictured above is the back up generator at the LGR Nursing Station*

**Highlights from 2025–26**

- Advanced a regional emergency management framework for all eight SERDC Member Nations, including completion of Hazard Identification and Risk Assessments (HIRAs) and updated Emergency Response Plans.
- Provided ongoing wildfire, weather, and operational updates to support emergency preparedness and decision-making.
- Continued development of a First Nations-focused Emergency Management Training Program and strengthened community evacuation planning through partnerships and collaboration.
- Supported wildfire response and recovery efforts, including the evacuation and repatriation of 90 Priority 1 patients from Little Grand Rapids, EOC support for the evacuation of 50 members from Brokenhead First Nation, hosting 220 evacuees at SERDC facilities, and distributing approximately 2,000 air purifiers to households across Member Nations.

**Planned Initiatives for 2026-27**

- Expand Emergency Management Training through the continued development of courses for leadership, emergency coordinators, and community members.
- Strengthen Community Emergency Management Capacity by supporting planning, coordination, training, and communications in Member Nations.
- Implement Regional Training and Exercises to test emergency plans, strengthen coordination, and identify areas for improvement.
- Enhance Evacuation and Reception Preparedness through regional planning focused on evacuation coordination, transportation, reception services, and community supports.
- Advance Sustainable Emergency Management Funding to support long-term investments in staffing, training, technology, equipment, and preparedness initiatives.
- Work collaboratively across our organization to assist in the development and implementation our Business Continuity Plan.

# Environmental Public Health Services

## Environmental Public Health

The Environmental Health Program supports SERDC communities in identifying, preventing, and responding to environmental public health risks. Through inspections, investigations, education, and technical advice, the program works with Chiefs and Councils, health staff, and community partners to promote safe, healthy environments. Services include guidance on food safety, drinking water, housing, sanitation, waste management, communicable disease prevention, pest control, air quality, recreational water safety, and public health concerns.

### Staffing

Mike Fontaine, Environmental Health Officer
Keenan Fernandes, Environmental Health Officer

### Highlights from 2025-26

- Provided Environmental Public Health services across nine Communities: Brokenhead, Black River, Hollow Water, Bloodvein River, Berens River, Little Grand Rapids, Pauingassi, Poplar River, and Buffalo Point.
- Completed 115 inspections, which includes facility, housing, and additional inspections. Facility inspections included food establishments, swimming and recreational water facilities, water treatment plants, solid waste sites, and lagoons.
- Delivered six Food Safe courses and provided advice on three boil water advisories, four foodborne illness cases, two pest control issues and one Community sanitation issue.
- Provided water monitor training through eight Community visits, supporting eleven monitors in all our SERDC Communities and Buffalo Point.
- Completed Tecta water analysis equipment training in Berens River and Buffalo Point.
- Completed 23 visits related to the handling and transportation of Community biohazardous waste, including sharps.
- Participated in professional development, including Board of Certification panel examiner training, a webinar, waste transfer station training and a tour, and three days of Hedgehog Stats training.

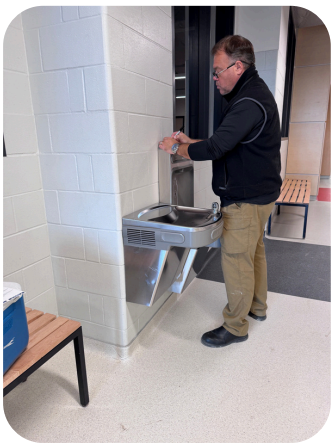


*Photo: EHO Mike F., taking lead and copper samples from the drinking water fountain in Little Grand Rapids School as part of the Safe Drinking Water Program, October 2026*

### Planned Initiatives for 2026-2027

- Continue to strengthen annual community work planning so that inspections, education, and follow-up activities reflect local priorities and identified risks.
- Expand health promotion and training opportunities, including food safety, water safety, sanitation, pest control, and environmental public health awareness sessions.
- Improve consistency in tracking inspections, recommendations, follow-up actions, and recurring risk themes to support clearer reporting and planning.
- Enhance collaboration with community health teams and leadership to support earlier identification of environmental health concerns and more coordinated responses.
- Support communities in building capacity to address routine environmental health matters and to respond effectively to emerging issues.

## Technical Services

### Fire Safety

The Fire Safety Program supports SERDC Member Nations through fire prevention education, firefighter training, inspections, and emergency response support. Working with First Nation fire departments and community leadership, the program helps strengthen local fire protection capacity, improve preparedness, and enhance the safety of community members, homes, and infrastructure.

**Staffing**
Kevin Oman, Fire Safety Officer

**Highlights from 2025-26**

- Delivered fire prevention education in five Member Nations during Fire Prevention Week, promoting lithium-ion battery safety and fire prevention awareness.
- Completed fire safety inspections in schools and community facilities in Black River First Nation and Brokenhead Ojibway Nation.
- Conducted 57 community engagements, including training, fire department support, presentations, meetings, and prevention activities.
- Expanded firefighter training in pump operations, structural firefighting, and Wildland-Urban Interface (WUI) protection.
- Enhanced fire protection capacity through a new fire truck, firefighting equipment, safety gear, and emergency response resources.
- Secured $2.5 million from Indigenous Services Canada to support fire protection training, equipment, prevention, and emergency response initiatives.
- Strengthened wildfire preparedness across all eight Member Nations through Wildland-Urban Interface (WUI) equipment, fire safety resources, and departmental support.
- Increased regional emergency response capacity through the acquisition of a SERDC Emergency Response Vehicle and expanded public education resources.




*Delivery of a new Pumper Fire Truck for Brokenhead Ojibway Nation, 2025*

**Planned Initiatives for 2026-27**

- Expand firefighter training in structural firefighting, pump operations, Wildland-Urban Interface (WUI) protection, and emergency response.
- Strengthen fire department capacity through ongoing training, support, and emergency planning.
- Enhance fire prevention and public education through community outreach, school programs, and Fire Prevention Week activities.
- Advance wildfire preparedness by expanding Wildland-Urban Interface (WUI) protection capacity and community readiness.
- Continue fire safety inspections and risk reduction efforts through hazard identification and mitigation.
- Pursue sustainable funding to support long-term fire protection services, training, equipment, and infrastructure.

# Technical Services

## Technical Housing

The Technical Housing Program supports Southeast First Nations communities by providing recommendations and technical guidance to improve housing quality, energy efficiency, and long-term sustainability. Through housing assessments and advisory services, the program promotes effective insulation solutions, including blown-in insulation and spray foam, to help reduce energy consumption, improve indoor comfort, minimize air leakage, and address moisture concerns. These recommendations support healthier, more efficient homes while contributing to the longevity and resilience of community housing.

### Staffing

Doug Murray, Technical Housing Advisor

### Highlights from 2025–26

- Provided technical housing recommendations to improve energy efficiency and housing performance in SERDC Member Nations.
- Promoted the use of blown-in insulation to improve thermal performance and reduce heat loss in homes.
- Recommended spray foam insulation in new construction and renovations to reduce air leakage, improve energy efficiency, and support moisture control.
- Supported communities in identifying energy-efficient building practices that enhance housing durability, comfort, and long-term sustainability.
- Increased awareness of housing construction approaches that help reduce energy costs and strengthen home performance in challenging climates.



*Improving energy efficiency in our homes is a priority and reduces hydro costs for the occupants*



*Brokenhead Ojibway Nation (BON), 2025*

*Photos 1 & 2: Demonstrates upgraded insulation methods, including blown-in and spray foam insulation, used in wall cavities, joist pockets, and crawlspaces to improve energy efficiency compared to traditional batt insulation.*

### Planned Initiatives for 2026–27

- Continue providing technical guidance on energy-efficient housing design, construction, and renovation projects.
- Promote the use of effective insulation systems, including blown-in insulation and spray foam, to improve housing performance and energy efficiency.
- Support communities in incorporating energy-saving measures into new housing developments and rehabilitation projects.
- Increase awareness of building practices that reduce heat loss, improve indoor comfort, and support long-term housing sustainability.
- Explore additional opportunities to advance energy efficiency and climate resilience within community housing.

## Technical Services

### Tribal Housing

The Tribal Housing Program supports SERDC Member Nations by providing advisory services, resources, and capacity-building opportunities that contribute to safe, sustainable, and well-managed housing. The program assists communities in accessing housing-related tools, training, and funding opportunities, while supporting local efforts to strengthen housing policies, asset management, and community housing capacity. Through collaboration with Member Nations and housing partners, the program works to enhance community self-sufficiency, promote positive housing outcomes, and support the long-term well-being of current and future generations.

**Staffing**

Tristen Guttormson-Kent, Tribal Housing Advisor

**Highlights from 2025–26**

- Participated in the Centre for Indigenous Environmental Resources (CIER) Indigenous Youth Energy Champion Accelerator (IYECA), gaining expertise in energy-efficient building practices, renewable energy systems, and community energy resilience.
- Collaborated with Efficiency Manitoba to support the development of a catalogue of energy-efficient housing designs for SERDC Member Nations to use in future construction projects.
- Advanced planning for a two-year, $40,000 Energy Advocate Program to support energy efficiency initiatives across all eight Member Nations.
- Supported Member Nations with housing resources and funding opportunities, including Indigenous Services Canada (ISC) toolkits, Canada Mortgage and Housing Corporation (CMHC) resources, Manitoba Hydro bursaries, and other housing-related funding programs.
- Shared information on energy efficiency incentives and programs that can be combined with funding from ISC, CMHC, and other sources to maximize housing investments.
- Promoted energy-efficient construction and renovation practices to support long-term housing sustainability and reduced energy costs.
- Initiated discussions with Manitoba Hydro to explore participation in the Meter Reader Program for all eight Member Nations.

**Planned Initiatives for 2026–27**

- Support Member Nations in accessing and understanding the Manitoba Hydro Meter Reader Program.
- Promote housing professional development opportunities through the First Nations Housing Professionals Association (FNHPA) and First Nations Building Officers Association (FNBOA) training programs.
- Finalize and promote the use of an energy-efficient housing catalogue to support future community housing developments.
- Assist Member Nations with community engagement and housing policy development.
- Continue identifying housing resources, programs, and funding opportunities to strengthen community housing capacity and self-sufficiency.

## Technical Services

### Community Infrastructure (Maintenance)

The Maintenance Program provides technical expertise, operational support, infrastructure planning, and maintenance coordination services to SERDC communities. The program supports the safe, efficient, and sustainable operation of community infrastructure while building local capacity and ensuring compliance with regulatory and operational standards.

**Staffing**

Todd Barker, Maintenance Coordinator

**Highlights from 2025-26**

- Supported water and wastewater operators in achieving and maintaining certification requirements.
- Conducted facility reviews to assess plant conditions, record-keeping practices, and operational compliance.
- Assisted Chief and Council in identifying infrastructure priorities and pursuing ISC funding opportunities.
- Coordinated procurement of equipment, materials, and replacement parts for community infrastructure.
- Provided technical support for repairs and maintenance of water treatment plants, wastewater systems, hydrants, lift stations, lagoons, schools, and teacherages.
- Liaised with contractors and consultants, assisted with plan reviews, developed scopes of work, and coordinated inspections.
- Supported ongoing maintenance and major capital repairs to critical community infrastructure.



*Photo: Inspection of the concrete pour for one of four new lift station buildings in Brokenhead Ojibway Nation, July 2026. The project supports community infrastructure improvements and wastewater system development.*

**Planned Initatives for 2026-27**

- Continue supporting operator certification and professional development.
- Implement a more proactive preventative maintenance and asset management approach.
- As priority infrastructure upgrades and capital projects are identified, continue to work in conjunction with the First Nations to identify funding opportunities.
- Conduct regular infrastructure condition assessments and operational reviews.
- Enhance procurement planning to improve access to critical parts and equipment.
- Support infrastructure projects through plan reviews, contractor coordination, and technical advice.
- Strengthen health, safety, and regulatory compliance across community facilities.
- Continue working toward safe drinking water and reliable wastewater services in all SERDC communities.

## Technical Services

### Medical Transportation Unit (MTU)

The Medical Transportation Unit (MTU) supports eligible clients from SERDC Member Nations in accessing approved Non-Insured Health Benefits (NIHB) medical transportation services. The program coordinates medical travel, accommodations, meals, and in-city transportation to help clients attend medical appointments and receive essential health services. MTU also provides after-hours support, works closely with healthcare providers, NIHB, and community partners, maintains transportation records and benefit authorizations, and ensures services are delivered in a respectful, culturally appropriate, and confidential manner.

**Staffing**

Anna Deloli, MTU CRS Team Lead
Chris Campbell, MTU Driver Team Lead

**Highlights from 2025-26**

- Launched SERDC Dispatch in April 2025, enhancing transportation coordination for clients attending medical appointments in Winnipeg.
- Expanded in-city transportation services, including rides to and from medical appointments and airport-to-accommodation transfers for eligible clients.
- Continued to support clients with medical travel arrangements, accommodations, meals, and after-hours assistance to ensure timely access to healthcare services.
- Maintained strong partnerships with NIHB, healthcare providers, Tribal Councils, and community stakeholders to coordinate medical transportation benefits and services.

**Planned Initatives for 2026-27**

- Reduce call wait times to improve client access to medical transportation supports.
- Increase awareness of SERDC Medical Transportation services through enhanced branding, promotional materials, and community outreach.
- Expand the availability of clear, accessible information to help clients better understand available medical transportation benefits and services.
- Continue strengthening service coordination to support efficient and timely access to medical appointments and healthcare services.



*Photo: Medical Transportation Vehicle at the Southeast Wellness Lodge*

## Projects

### Manitoba Indigenous Housing Capacity Enhancement and Mobilization Initiative (MIHCEMI)

The Manitoba Indigenous Housing Capacity Enhancement and Mobilization Initiative (MIHCEMI) is a Manitoba regional housing initiative focused on enhancing housing capacity within First Nation communities. MIHCEMI was established through Chiefs-in-Assembly Resolution JUN-18.03, which called for the development of a Manitoba First Nations Housing Network, by First Nations, for First Nations.



A Working Group was established to support safe, healthy, and sustainable First Nations housing practices and standards. MIHCEMI has become a forum for sharing best practices and information, and for supporting effective, honest, and transparent communication with governments, housing authorities, First Nations, and Tribal Councils. The MIHCEMI Working Group meets quarterly and includes Tribal Housing Advisors representing Manitoba's seven Tribal Councils, along with independent representation from 12 First Nations communities. In February 2022, the Working Group voted for SERDC to administer the MIHCEMI Working Group for the duration of the term. As SERDC is the administrator of the MIHCEMI Working Group, it also acts as the chair.

**Staffing**

Ingrid Fortin, MIHCEMI Project Coordinator

**Highlights from 2025–2026**

- Hosted the 2025 Housing Conference, bringing together 243 delegates and 36 exhibitors to support First Nations housing knowledge sharing and capacity building.
- Celebrated the graduation of the first First Nations Housing Professional (FNHP) cohort, with 9 participants successfully completing the program.
- Hosted the MIHCEMI Leadership Housing Forum (February 2026), attended by 172 delegates.
- Provided First Nations leadership with updates on MIHCEMI, its priorities, progress, and Working Group activities.
- Strengthened partnerships through engagement with Indigenous Services Canada (ISC), Canada Mortgage and Housing Corporation (CMHC), Efficiency Manitoba, First Nations Health and Social Secretariat of Manitoba (FNHSSM), First Nations Housing Professionals Association (FNHPA), and the First Nations National Building Officials Association (FNNBOA).

**Planned Initiatives for 2026–2027**

- Host the 2027 Leadership Housing Forum to continue engagement with Manitoba First Nations leadership and provide updates on MIHCEMI's progress.
- Support the work of sub-committees focused on priority areas, including:
  - Housing Forum
  - Training and capacity development
  - Building codes and housing standards
- Advance the Strategic Housing and Infrastructure Vision and develop an implementation plan for identified priorities.
- Develop a preferred governance and service delivery model for MIHCEMI.
- Strengthen partnerships and opportunities for shared service delivery with First Nations, Tribal Councils, housing organizations, and other housing partners.

## Economic Development

The Southeast Community Futures Development Corporation (SCFDC) supports Southeast First Nations through community economic development, business financing, workforce development, and capacity-building initiatives that promote self-determination, employment, and sustainable growth. Through its programs and services, SCFDC helps communities strengthen local economies, create opportunities for members, and build a strong foundation for future generations. Programs and supports offered include:

- **Community Economic Development, Business Development & Financing** supports community planning, organizational capacity building, economic development initiatives, business financing, advisory services, and entrepreneurship to strengthen Indigenous businesses and local economies.
- The **Indigenous Women Entrepreneurship (IWE) Program** supports Indigenous women in developing business knowledge, skills, and opportunities.
- The **Indigenous Youth Entrepreneurship (IYE) Program** encourages youth entrepreneurship through training, mentorship, and business development supports.
- The **Indigenous Skills and Employment Training (ISET) Program** provides education, skills training, and employment supports to help members achieve meaningful employment and career success.



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## Director of Economic Development Message

Aniin,

Supporting Southeast First Nations means strengthening local economies, creating opportunities for members, and advancing community-driven development. In 2025-2026, the Southeast Community Futures Development Corporation (SCFDC) continued to support entrepreneurship, business growth, skills development, and employment initiatives that contribute to the long-term prosperity of our communities.

Through business financing, entrepreneurship programming, and the Indigenous Skills and Employment Training (ISET) Program, SCFDC helped members access the training, resources, and opportunities needed to pursue education, employment, and business success. This work reflects our commitment to self-determination, local capacity building, and sustainable economic growth across the Southeast region.

Guided by the priorities of our member Nations, we remain committed to empowering individuals, strengthening communities, and creating pathways to success for future generations.

We thank our leadership, staff, entrepreneurs, students, community members, and partners for their continued support in building a stronger and more prosperous future for Southeast First Nations.

Miigwetch,

Carol Johnston

Carol Johnston,
Director of Economic Development

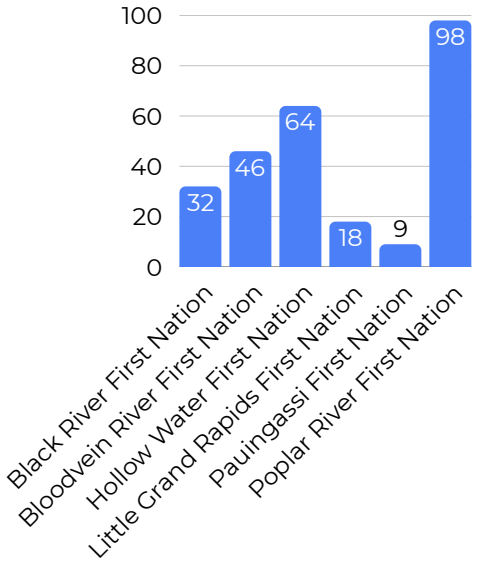


# Economic Development

### Highlights from 2025–2026

- Supported 11 new small business start-ups through SCFDC loan programming, including Indigenous Women Entrepreneurs (IWE) and Indigenous Youth Entrepreneurs (IYE).
- Disbursed 11 business loans across Southeast First Nation communities to support entrepreneurship and economic development.
- Provided education and employment funding/supports to 267 clients through the Indigenous Skills & Employment Training (ISET) Program.
- Delivered entrepreneurship workshops, including an IYE Program Introduction Workshop (27 participants) and an IWE Financial Basics Workshop (10 participants).
- Supported successful program completion for 31 community members, including certificate, diploma, trades, and degree training programs.
- Provided Career Research and Exploration supports to 22 participants and Job Start Supports to 30 participants.

**# of Education & Employment Funding Supports Provided**




Total Southeast First Nations Members Supported = 267

### Staffing

Carol Johnston, Divisional Director
Jason Boucher, Loans Administrator & Communications Officer
Patricia Dicks, Financial Analyst
Trena Ducharme, Training & Employment Coordinator

### Planned Initiatives for 2026–2027

- Continue supporting Southeast First Nations through community economic development, entrepreneurship, and capacity-building initiatives.
- Maintain delivery of education, training, and employment supports under the ISET Program to improve workforce participation and skills development.
- Continue meeting all objectives and service standards outlined within funding contribution agreements.
- Develop and launch a Post-Lending Support Program through the National Aboriginal Capital Corporations Association (NACCA) Aboriginal Capacity Enhancement Program to strengthen business success for new and existing loan clients.
- Expand opportunities for entrepreneurship training, financial literacy, and business development support across member First Nations.

## Health Clinical Services

SERDC Health Clinical Services works to support health promotion and prevention within the SERDC First Nations to support First Nation people in achieving improved holistic health and wellbeing.

Programs and/or services within the health clinical division include:

- Tribal Diabetes (Aboriginal Diabetes Initiative)
- Commercial Tobacco Reduction Strategy (36 First Nations)
- Food Sovereignty
- Non-Insured Health Benefits (NIHB) Program
- Social Development Program
- Tribal Home and Community Care Program
- Tribal Foot Care Program
- Children's Oral Health Services
- Tribal Nursing
  - Harm Reduction Program
- Pharmacy Program
  - Pharmacy Nurse Practitioner Program



*Road to Berens River First Nation, 2025*

## Director of Health Clinical Services Message

Aaniin, Boozhoo,

Supporting the SERDC Communities means more than providing services - it means being a part of health systems that are culturally safe, community-driven, and rooted in our own strengths and ways of knowing. Our approach recognizes and honours that health and wellness encompass relationships with community, culture, language, land, spirituality, and traditional knowledge.

Throughout the year, our health team worked alongside community members, leadership, Elders, Knowledge Keepers, and partners to strengthen health services, respond to community needs, and improve access to care. We remain committed to supporting individuals and families while creating healthier communities for generations to come.

We recognize the importance of First Nations leadership and self-determination in shaping the future of health. By strengthening our programs, investing in our people, building partnerships, and supporting community-led solutions, we can continue to advance health equity and improve health outcomes.

We extend our sincere appreciation to our dedicated health staff, community partners, leadership, and community members for their continued commitment, resilience, and contribution to the health and well-being of our people.

Together, we are strengthening First Nations health rooted in our teachings, supporting our communities, and building a healthier future for generations to come.

Chi-Miigwetch,

Candace Linklater

Candace Linklater, R.N., B.N., CFNHM
Director of Clinical Services



## Accreditation

Accreditation is a thorough and independent evaluation of an organization's structure, programs, and practices measured against international standards. The Canadian Accreditation Council (CAC) is a non-profit organization that provides independent assessments of health and social service organizations across Canada.

All SERDC programs funding through Indigenous Services Canada are a part of the accreditation process, which we have maintained since 2016, which included our governance and management processes. The following programs are accredited: Tribal Nursing Officer (TNO), Success Through Advocacy and Resources (STAR), Brighter Futures, National Native Alcohol and Drug Abuse (NNADAP), Home and Community Care, Environmental Public Health (EHO), Footcare, Indian Residential School (IRS), Aboriginal Diabetes Initiative (ADI), Jordan's Principle, Commercial Tobacco Reduction Strategy (CRTS), Mental Wellness, Nurse Practitioner, Pharmacy, Children's Oral Health Initiative (COHI) and Emergency Medical Responder (EMR).

**Accreditation is valuable for the following reasons:**

- Improves overall health service delivery and increases trust in the quality of the programs.
- Creates a collaborative environment where senior management, program managers, supervisors, coordinators, and service providers come together to create processes and standard operating procedures.
- Preparing the self-study documents and planning for the on-site visit improves communication.
- An effective team building experience for the entire staff, preparing for an on-site evaluation encourages teamwork and cooperation. Staff usually feel empowered once their organization becomes accredited.
- The process improves overall operational effectiveness.
- Re-accreditation occurs every three to four years demonstrates that the organization is committed to change and quality improvement.
- CAC supports staff through various methods of communication.
- Accreditation promotes safety, encouraging organizations to update permits and licensing.
- Once accredited, Frist Nation communities will know that they are interacting with an organization that is committed to delivering quality programming to its member communities.
- It will create trusting relationships with funders to support an organization that is committed to delivering quality programming.

**Spring 2027 all 17 health programs will go though the accreditation process to maintain its status. We will include 4 new health programs under this review.**

## Health Promotions

### Tribal Diabetes Program

The Tribal Diabetes Program (TDP), formally called Aboriginal Diabetes Initiatives (ADI), program goal is to reduce type 2 diabetes, and its complications, among First Nation people by supporting health promotion and primary prevention activities and services to the SERDC communities. The focus is on promoting healthy eating, food security, physical activity, as well as increasing awareness of diabetes, its risk factors and complications, supporting diabetes screening and management.

**Staffing**

Elizabeth Proskurnik, Health Promotion Manager

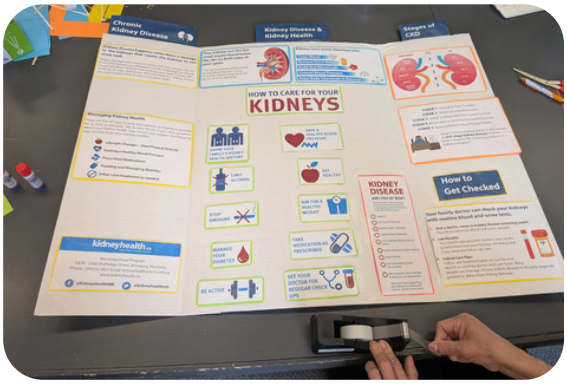
**Highlights from 2025-26**

This year presented a number of opportunities to advocate for improved funding, services and supports within First Nation communities.
Key accomplishments included:

- Presenting at the National Indigenous Diabetes Association Conference on foot care and the deficiencies in foot care funding, May 2025.
- Participating in meetings with Diabetes Canada and the Interlake Eastern Regional Health Authority to advocate for equitable access to retinal screening services and increased funding for the community diabetes programs to support enhanced primary prevention initiatives.
- Continuing partnerships with the Kahnawà:ke Schools Diabetes Prevention Program (KSDPP), the Community to Community (C2C) project and the Winnipeg Repair Education 'N Cycling Hub (WRENCH), resulting in bicycle donations that were distributed to member communities to encourage physical activity and healthy lifestyles.
- Collaborating with Tribal Council Diabetes Coordinators and Indigenous Services Canada (ISC) to offer monthly Healthy Living Zoom Sessions. Recordings and resources from these sessions are available on the MFNDLC.ca website.
- Supporting the delivery of a week-long training program for new community diabetes workers, strengthening capacity and knowledge across Manitoba First Nations communities.

**Planned Initiatives for 2026-27**

- During the coming fiscal year, educational resources and programming materials will be developed and distributed to support community diabetes workers in delivering community-based diabetes prevention and wellness initiatives.
- In addition, a face-to-face gathering of community diabetes staff and partners will be held to facilitate networking, knowledge sharing, and professional development.
- The Kahnawà:ke Schools Diabetes Prevention Project (KSDPP) Community-to-Community (C2C) initiative will conclude in 2026. Project representatives will visit participating communities in the Fall of 2026 to share project findings, celebrate achievements, and officially close the project in a respectful and culturally appropriate manner.




*Bloodvein River First Nation, March 2026*

## Health Promotions

### Commercial Tobacco Reduction Strategy (CTRS)

The Southern Manitoba First Nations Commercial Tobacco Reduction Strategy (SMFNCTRS) is administered through SERDC Health Services and serves 36 First Nations across southern Manitoba. Guided by the pillars of protection, prevention, education, cessation, data collection, traditional tobacco teachings, and community engagement, the program promotes awareness of the impacts of commercial tobacco use while supporting the revitalization of traditional tobacco knowledge.

The Southern Manitoba First Nations Commercial Tobacco Circle, comprised of representatives from participating First Nations and Tribal Councils, meets quarterly to provide guidance on program priorities and implementation.

**Staffing**

Vanessa Gamblin, CTRS Supervisor
Carroll Hull, CTRS Facilitator
Jason Leshchyshyn, CTRS Tobacco Gardener/Facilitator

**Highlights from 2025-26**

- Delivered commercial tobacco reduction education and awareness activities through schools, health fairs, and community events across southern Manitoba.
- Promoted traditional tobacco teachings and cultural knowledge as part of community wellness and prevention initiatives.
- Continued engagement with the Southern Manitoba First Nations Commercial Tobacco Circle to guide program priorities and activities.
- Strengthened collaboration among Tribal Councils, independent First Nations, and regional partners to support tobacco reduction efforts.
- Supported community-driven approaches to prevention, education, cessation, and data collection.




**Planned Initiatives for 2026-27**

- Expand community education and awareness activities related to commercial tobacco use and cessation supports.
- Increase opportunities for the sharing and revitalization of traditional tobacco knowledge and practices.
- Strengthen data collection and reporting to better inform program planning and decision-making.
- Enhance collaboration with community health teams and regional partners to support tobacco reduction programming.
- Support implementation of priorities identified through the Commercial Tobacco Circle.
- Meet quarterly with the Commercial Tobacco Circle to inform program priorities and future initiatives.
- Collaborate with funding partners to support the renewal and sustainability of Commercial Tobacco Reduction Strategy funding.

## Health Promotions

### Food Sovereignty

The Food Sovereignty Program supports SERDC member First Nations in strengthening food security and community-led food systems through partnership development, capacity building, and program coordination. The program currently administers the Nutrition North Canada Harvesters Support Grant (HSG) in three communities, supporting community planning and reporting, identifying funding opportunities, and sharing resources that advance food sovereignty initiatives. Working closely with communities and partners, the program promotes access to healthy, culturally relevant foods while supporting traditional harvesting practices, local food initiatives, and long-term food sovereignty. Through a community-driven approach, the program helps build sustainable food systems that reflect the priorities, knowledge, and needs of SERDC member Nations.

**Staffing**

Kerry Spence, Food Sovereignty Coordinator

**Highlights from 2025-26**

- Supported the Nutrition North Canada Harvesters Support Grant (HSG) in Little Grand Rapids, Pauingassi, and Poplar River First Nations.
- Began work to secure HSG eligibility for Berens River First Nation.
- Supported 12 grant applications, securing $186,132 in funding, with $90,163 pending.
- Secured funding to conduct the first Community Food Assessment in Little Grand Rapids First Nation.
- Presented the Community Food Assessment project at the Nutrition North Canada Food Sovereignty Summit in Ottawa, March 2026.
- Continued supporting community-led food security, traditional harvesting, and food sovereignty initiatives.



*Little Grand Rapids Fall 2025 Duck Hunt*

**Planned Initiatives for 2026-27**

- Continue supporting the implementation of the Nutrition North Canada Harvesters Support Grant in eligible SERDC communities.
- Secure Harvesters Support Grant eligibility for Berens River First Nation.
- Complete and share the Community Food Assessment in Little Grand Rapids First Nation to support future planning and funding opportunities.
- Continue identifying funding opportunities and assisting communities with grant applications that strengthen food security and food sovereignty.
- Share resources and best practices that support traditional harvesting and local food initiatives.
- Support the development of the Manitoba Indigenous Food Security Network to strengthen collaboration and knowledge sharing across Manitoba.
- Build partnerships that advance sustainable, community-led food systems and long-term food sovereignty goals.

## Health Promotions

### Non-Insured Health Benefits (NIHB) Client Navigator

The Non-Insured Health Benefits (NIHB) Client Navigator Program helps First Nations members access Non-Insured Health Benefits (NIHB) that are not covered through provincial health care, private insurance, or other public programs. The program provides information, advocacy, and individualized support to help clients navigate benefits related to pharmacy, dental, vision, mental health, medical supplies and equipment, and medical transportation.

Through community outreach, education, and one-on-one assistance, the program helps increase awareness of available benefits, supports clients with denials and appeals, and strengthens connections with health care providers. As a growing program within SERDC, the NIHB Client Navigator Program continues to improve access to health services and reduce barriers to care for member Nations.




*Brokenhead Ojibway Nation (BON)*
*Treaty Days Health Fair 2025*
*Jackie (NIHB), Stephanie, Shannon (STAR)*
*& Chief BlueSky (BON)*

**Staffing**

Jackie Pommer, NIHB Client Navigator

**Highlights from 2025-26**

- Supported 51 client inquiries related to NIHB benefits and health service navigation.
- Engaged with 222 community members through health fairs, membership events, and outreach activities, for a total of 273 program interactions.
- Assisted clients with a wide range of benefits, including pharmacy, dental, vision, medical transportation, medical supplies, mental health counselling, reimbursements, and Jordan's Principle inquiries.
- Responded to growing demand for benefits navigation and advocacy, helping clients understand eligibility, coverage, denials, and appeals.
- Increased awareness of the NIHB Program through community outreach and information sharing at events in Brokenhead Ojibway Nation, Sagkeeng First Nation, and Selkirk Regional Health Centre.
- Strengthened relationships with health providers and community partners to improve access to medically necessary services.
- Successfully advocated for client needs, including securing an early wheelchair replacement through the NIHB exception process.

**Planned Initiatives for 2026-27**

- Increase community awareness of Non-Insured Health Benefits (NIHB) through outreach and community engagement.
- Expand client education on NIHB eligibility, coverage, denials, and appeals.
- Strengthen partnerships with health care providers, organizations, and community health teams.
- Advocate for timely, equitable access to medically necessary benefits and services.
- Share NIHB policy updates and program changes with communities and clients.
- Enhance client navigation support to improve access to benefits.
- Increase participation in community events to promote available supports.
- Continue to reduce barriers to care through culturally responsive information, advocacy, and support.

## Health Promotions

### Social Development

The Social Development Program supports SERDC member First Nations in the following programs: Income Assistance, Pre-Employment Supports (PES), and Assisted Living programs. Through advisory services, training, and program oversight, the Social Development Advisor works closely with the SERDC Income Assistance Administrators, community leadership, and Indigenous Services Canada (ISC) to ensure programs are delivered effectively, consistently, and in accordance with federal policies and procedures.

The program provides guidance on case management, eligibility, employability assessments, case planning, and employment readiness initiatives, while supporting communities in helping clients access services and achieve greater independence. By strengthening local program capacity, promoting compliance, and advancing employment-focused supports, the Social Development Program helps improve service delivery and create pathways toward self-sufficiency and community well-being across all SERDC member Nations.

**Staffing**
Tamara Desjarlais, Social Development Advisor

**Highlights from 2025-26**

- Coordinated Income Assistance and Pre-Employment Supports (PES) programming across all eight member First Nations.
- Provided direct case management support in Berens River, Little Grand Rapids, and Pauingassi.
- Delivered an Income Assistance Workshop in Berens River, attended by approximately 100 Income Assistance clients, in November 2025.
- Submitted a multi-year PES proposal to ISC for Berens River, Little Grand Rapids, Pauingassi, and Hollow Water, including budget and caseload projections.



**Planned Initiatives for 2026-27**

- Work with Indigenous Services Canada (ISC) regarding the approval and implementation of the Pre-Employment Supports (PES) proposal.
- Establish dedicated PES Coordinator positions in Berens River, Little Grand Rapids, and Pauingassi First Nations.
- Continue supporting Income Assistance Administrators through training, case management guidance, and policy interpretation.
- Deliver community workshops to improve awareness of Income Assistance programs, eligibility requirements, and available supports.
- Strengthen collaboration with community leadership, Income Assistance Administrators, and ISC to enhance program effectiveness and compliance.
- Support clients in accessing employment readiness services, case planning, and work placement opportunities.
- Continue building sustainable pathways to employment and self-sufficiency for community members.

# Tribal Home Care

## Tribal Home Care

The Tribal Home Care Program works with the SERDC member community home care nurses to provide advisory support, advocacy, and collaboration to strengthen the delivery of home and community care services. The program supports Home Care Coordinators and nursing staff through clinical and operational guidance, policy development, education, quality improvement initiatives, and reporting support.

Working closely with community health teams, the program promotes culturally safe, client-centered care while enhancing service quality, workforce capacity, and collaboration across communities. Through mentorship, advocacy, and ongoing support, the Home Care Program helps communities respond to evolving client needs and improve access to quality care for individuals receiving services at home.

### Staffing

Mary Cristobol, Tribal Home Care Coordinator

### Highlights from 2025-26

- Provided advisory, clinical, and operational support to Home Care Coordinators across SERDC member Nations.
- Strengthened mentorship and consultation services for community Home Care Nurses.
- Improved communication and collaboration among communities, health teams, and external partners.
- Supported workforce planning, recruitment efforts, and temporary service coverage to maintain continuity of care.
- Updated documentation, reporting tools, and operational resources to support program consistency and quality improvement.
- Promoted culturally safe, client-centered care through ongoing guidance, education, and advocacy.
- Enhanced collaboration and information sharing to support decision-making and service delivery across communities.



*Blueberries represent Wisdom - Home Care Program cares for the Elders*

### Planned Initiatives for 2026-27

- Continue supporting recruitment and retention efforts for Home Care staff.
- Expand mentorship, training, and professional development opportunities for Home Care Coordinators and Nurses.
- Standardize documentation, reporting, and quality monitoring practices across communities.
- Strengthen community engagement and collaboration with health partners.
- Advocate for sustainable funding and expanded home and community care services.
- Continue providing leadership, quality improvement, and advisory support to enhance culturally safe, client-centered care.

# Tribal Home Care

## Tribal Foot Care

The Tribal Foot Care program provides basic foot care services for community members who are seen as at High Risk for infections and amputations of the lower limbs. The program is designed to decrease the infection and amputation rate and to ensure optimal health for community members. Basic Foot Care in the SERDC communities is delivered by a Foot Care Nurse. Basic Foot Care includes as a minimum the following Basic Foot and Lower Limb Assessment, Basic Wound Assessment, Basic Footwear, Assessment/Examination, Corn and Callus Reduction, Nail Care, Client Education and Health Promotion (Foot Related), Referrals to Footwear Fittings, and Referrals to Medical Specialists.

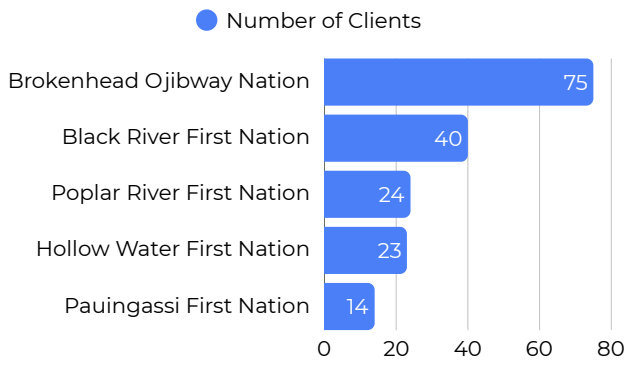
### Staffing

Norisa Rumbaoa, Foot Care Nurse - *Brokenhead Ojibway Nation & Black River First Nation*
Lynn Weibe, Foot Care Nurse - *Hollow Water First Nation*
Divina Del Rosario, Foot Care Nurse - *Poplar River First Nation*

### Highlights from 2025-26

- Provided foot care services to 176 active clients across five SERDC communities.
- Delivered preventative foot care, including assessments, nail and callus care, wound monitoring, client education, and specialist referrals.
- Improved access to care for community members at high risk of foot complications, particularly those living with diabetes.
- Supported early identification and treatment of foot health concerns, helping reduce the risk of infection and amputation.
- Increased client knowledge of foot care, proper footwear, and chronic disease management through ongoing education.
- Achieved positive health outcomes, including the successful healing of a long-standing diabetic foot ulcer and improved mobility and confidence for clients.
- Strengthened collaboration with Home and Community Care teams and community health partners to support integrated client care.

### Program Reach




### Planned Initiatives for 2026-27

- Expand access to foot care services and screening opportunities in SERDC communities.
- Enhance preventative care through early identification of foot and lower limb health concerns.
- Improve data collection and reporting to better measure program outcomes.
- Continue professional development in diabetic foot care, wound care, and vascular assessment.
- Increase community awareness of routine foot care and diabetes-related foot health.
- Strengthen partnerships with community health teams to support coordinated care and referrals.

## Public Health

### Children's Oral Health Services (COHS)

The Children's Oral Health Services (COHS) program provides culturally responsive oral health services to children aged 0 to 7 years in eight SERDC member First Nations. Services are delivered by two dental hygienists and two dental aides and include annual dental screenings and ongoing preventive care, with children receiving follow-up visits every three months to support healthy teeth and gums.

COHS promotes positive early experiences with oral healthcare by providing services in a familiar, welcoming, and child-friendly environment. The program also supports parents and caregivers through oral health education and guidance on healthy nutrition and preventive dental care.



**Staffing**

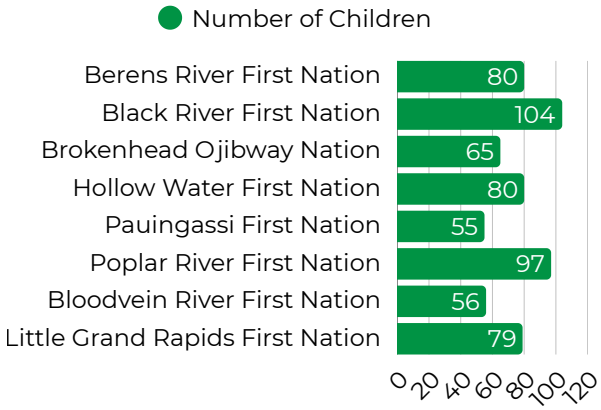
Stephanie West, Tribal Dental Hygienist
Nicole Arch, Tribal Dental Hygienist
Natasha Lavallee, Tribal Dental Aide
Camryn Scramstad, Tribal Dental Aide

**Highlights from 2025-26**

Throughout 2025-2026, COHS continued to improve oral health outcomes for children across SERDC communities through consistent preventive care, early intervention, and family education. Key accomplishments included:

- Achieving a 10% reduction in childhood tooth decay, with decay rates decreasing from 49% in 2019-2020 to 39% in 2024-2025.
- Providing ongoing preventive dental care and oral health education to children and families
- Supporting positive early dental experiences through culturally safe, child-centered service delivery.
- Serving as a primary source of oral health monitoring and information for many children and families.

**Children Seen/Treated**




*Total = 695*

**Planned Initiatives for 2026-27**

- Explore opportunities to expand dental hygiene services in communities that do not currently have dedicated dental hygiene providers.
- Continue to enhance preventive care and oral health education for children and families.
- Strengthen partnerships with communities and families to support early intervention and improved oral health outcomes.
- Monitor and evaluate oral health indicators to support ongoing program improvement.

## Public Health

### Tribal Nursing and Harm Reduction

The Tribal Nursing and Harm Reduction Program supports SERDC communities through communicable disease prevention, health education, immunization support, and outbreak response. Working closely with community health teams, the program helps address public health concerns such as STBBIs, measles, Hepatitis A, HIV, and Hepatitis C.

The program also supports harm reduction initiatives through education, testing, referrals, and access to essential supplies, promoting safer practices and improving access to care. Through collaboration with community partners and healthcare providers, the program works to improve health outcomes and protect the well-being of First Nations communities.

**Staffing**

Jennie Russell, Program Manager for Public Health/ Tribal Nursing Officer
Veronica Brooking, Harm Reduction Specialist

**Highlights from 2025-26**

- Supported communities in preventing and responding to communicable diseases, including STBBIs, measles, and Hepatitis A.
- Provided health promotion and disease prevention education to community members.
- Supported vaccine delivery initiatives and assisted community nursing staff with immunization efforts.
- Promoted awareness of HIV and Hepatitis C through harm reduction education and outreach activities.
- Strengthened partnerships with community health teams, regional health authorities, and federal organizations.
- Advanced planning with Shawano Pharmacy to improve access to harm reduction supplies across SERDC member communities.



**Planned Initiatives for 2026-27**

- Collaborate with Shawano Pharmacy and expand access to harm reduction supplies and services across all eight SERDC member First Nations.
- Increase community education and awareness initiatives related to HIV, Hepatitis C, STBBIs, immunization, and communicable disease prevention.
- Support the implementation of public awareness campaigns and community engagement activities and hiring a coordinator related to the HIV State of Emergency.
- Continue orientation and community engagement activities for the Harm Reduction Specialist, including visits to member First Nations and relationship-building with community health teams.
- Continue working with Interlake Eastern Regional Health Authority (IERHA) and Public Health Agency of Canada (PHAC) and Indigenous Services Canada (ISC) to enhance HIV and Hepatitis C testing capacity through the GENEXpert program.

# Pharmacy

## Shawano Pharmacy

The Shawano Pharmacy Program provides comprehensive pharmacy services to SERDC member Nations and supports Health Centers and Nursing Stations across Manitoba. In addition to medication dispensing, the program coordinates Medical Supplies and Equipment (MS&E), ward stock pharmaceuticals, outpatient medications, narcotic procurement, and harm reduction supplies to help improve access to essential health services. Working closely with Indigenous Services Canada, Jordan's Principle, Health Centers, Nursing Stations, and community partners, the program strengthens medication management, inventory control, and supply distribution while promoting culturally safe, timely, and high-quality care. Through innovation, collaboration, and continuous service improvement, Shawano Pharmacy helps support the health and well-being of First Nations communities across Manitoba.

### Staffing

1 Pharmacy Manager, 6 Pharmacists,
1 Pharmacy Technician, 11 Pharmacy Assistants,
19 Community Medication Coordinators,
2 Shipping Assistants, 1 Medical Supplies & Equipment Coordinator, 1 Pharmacy Operations Assistant,
3 Administrative and Financial Support Staff,
and 1 Pharmacy Student (Practicum Placement).




**Location**
2 - 2521 McPhillips Street, Winnipeg, Manitoba, R2V 4M3

**Hours**
Weekdays 8:30 a.m. to 6:00 p.m.

### Highlights from 2025-26

- Expanded pharmacy services to 41 First Nations Health Centres across Manitoba.
- Brought SERDC's remote community MS&E program within budget for the first time in four years.
- Assumed centralized procurement of narcotic and controlled medications for all SERDC communities.
- Completed the Little Grand Rapids medication room renovation to improve storage and inventory management.
- Developed standardized wound care and pharmacy ordering tools to improve access to supplies.
- Advanced pharmacy automation planning to improve efficiency and medication safety.
- Received national recognition in the Canadian Foundation for Pharmacy newsletter.

### Planned Initiatives for 2026-27

- Expand Medical Supplies & Equipment (MS&E) and Harm Reduction services to additional Nursing Stations across Manitoba.
- Implement pharmacy automation to improve efficiency and medication safety.
- Strengthen inventory management and pharmacy procedures.
- Support Community Medication Coordinators through training and community visits.
- Continue improving access to pharmacy and primary care services for First Nations communities.

## Health Programs

SERDC Health Programs provide leadership, coordination, and advisory support to member First Nations to strengthen community health services and improve health outcomes. Working collaboratively with community leadership, health teams, program staff, and external partners, the department supports the planning, delivery, and administration of health programs that promote culturally safe, accessible, and community-driven care. Through program oversight, advocacy, partnership development, and capacity building, SERDC Health Programs help communities address health priorities, enhance service delivery, and support the well-being of individuals, families, and communities across the region.

Health Programs include:

- Mental Wellness
  - Therapy
  - Outreach
- Jordan's Principle
- Indian Residential Schools (IRS)/ Indian Day Schools (IDS) Program
- National Native and Drug Abuse Prevention (NNDAP) Program
- Success Through Advocacy and Resources (STAR)
- Success Through Advocacy and Resources (STAR) Regional



*Southeast Wellness Lodge - 225 Masters Ave, West St. Paul, MB*

## Director of Health Programs Message

Aniin,

On behalf of the SERDC Health Programs team, I am pleased to share this annual report highlighting the accomplishments, partnerships, and progress made throughout 2025-2026 in support of our member SERDC First Nations. At SERDC, we recognize that health and wellness are deeply connected to culture, community, language, family, and identity. SERDC Health Programs are rooted in the strengths, knowledge, and priorities of the First Nations we serve, and we remain committed to supporting community driven approaches that reflect local needs and aspirations.

Over the past year, we have continued to work closely with Chiefs and Councils, community health teams, frontline staff, Elders, Knowledge Keepers, and valued partners to strengthen access to quality health services. Together, we have supported initiatives that build local capacity, enhance workforce development, improve service coordination, and promote culturally safe and responsive care. We have also remained focused on addressing emerging health priorities while advancing opportunities for training, program innovation, and collaboration. Through these efforts, we continue to support communities in achieving their health and wellness goals and in creating stronger, healthier futures for their members.

As we look ahead to 2026-2027, SERDC Health Programs will continue to strengthen partnerships, support First Nations led health solutions, and advance culturally safe and trauma-informed approaches that honour the unique strengths of each community. Through ongoing engagement, listening, and collaboration, we remain dedicated to improving health outcomes and supporting wellness across all stages of life.
I would like to express my sincere gratitude to our community leaders, health staff, partners, and SERDC team members whose commitment and dedication make this work possible. Your leadership, compassion, and perseverance continue to inspire our efforts every day.

Miigwetch and thank you for your continued trust and partnership.



Dora Simmons

Dora Simmons, CFNHM
Director of Health Programs

## Mental Wellness

The SERDC Mental Wellness program provides case management, training, program development, crisis response, therapy, and outreach services to community members of the eight Southeast First Nations.

**Staffing**

Ashley Ledwos, Mental Wellness Case Supervisor
Ron Sigurdson, Mental Health Therapist
Charmaine Buium, Mental Wellness Outreach Worker

### Mental Wellness Therapy

Mental Wellness Therapist provides culturally responsive therapy, crisis intervention, workshops, and mental wellness supports for SERDC member Nations and First Nations individuals living both on and off reserve. Through individual therapy, community outreach, crisis response, and wellness education, the program promotes emotional well-being, resilience, and access to mental health services across Southeast communities.

**Highlights from 2025-26**

- Provided ongoing mental wellness counselling services in Black River, Brokenhead, and Hollow Water First Nations, as well as to community members living in Winnipeg, Selkirk, Powerview, and St. Laurent.
- Supported students through regular mental health services at Southeast Collegiate (SEC).
- Responded to multiple community crises, providing timely crisis intervention and support.
- Facilitated wellness workshops, including a Thunderbird Workshop attended by 42 participants, and participated in community health fairs.
- Established and maintained a significant client caseload, expanding access to mental wellness supports across the SERDC region.

**Planned Initiatives for 2026-27**

- Continue providing culturally responsive counselling and mental wellness supports in SERDC member Nations and urban centers.
- Strengthen crisis response capacity and support communities during times of need.
- Expand delivery of workshops, wellness programming, and community outreach activities.
- Increase collaboration and networking with community partners and service providers.
- Enhance connections across SERDC programs to improve access to integrated mental wellness supports for clients and communities.

## Mental Wellness

### Mental Wellness Outreach

The Mental Wellness Outreach Program provides client-centered support to individuals, families, and communities experiencing a variety of mental wellness and social challenges. Outreach assists individuals with accessing mental health, addictions, housing, medical, financial support such as accessing Income Assistance, and basic-needs resources. Services include advocacy, referrals, transportation to appointments, hospital support, treatment and detox connections, housing and shelter assistance, crisis response, and follow-up support.

Outreach workers help individuals navigate services and connect with appropriate community organizations and programs. The team also participates in community visits, health fairs, wellness events, and other outreach activities. Services are provided in a respectful, confidential, culturally responsive, and non-judgmental manner. The overall goal of Outreach is to reduce barriers and help individuals access the support they need while promoting wellness, dignity, safety, and independence.

**Highlights from 2025-26**

- Individuals successfully connected to treatment, detox, mental wellness, and recovery supports.
- Individuals assisted with accessing housing, shelters, food, hygiene products, and other necessities.
- Clients supported with transportation to medical, treatment, and other important appointments.
- Individuals provided with advocacy during hospital visits and while navigating health and social service systems.
- Continued participation in community health fairs, wellness events, and Outreach visits.
- Increased awareness of available Mental Wellness and Outreach services.
- Stronger working relationships with communities and external service providers.
- Continued follow-up with individuals requiring additional support.
- Successful referrals and connections to appropriate programs and resources.
- Providing compassionate, culturally respectful, confidential, and non-judgmental support to individuals during difficult circumstances.

**Planned Initiatives for 2026-27**

- Continue providing advocacy, referrals, transportation, hospital and appointment support, crisis response, and connections to basic-needs resources.
- Keep participating in community visits, health fairs, wellness events, and prevention activities to increase awareness of available supports.
- Strengthening documentation and data collection to better identify service trends, community needs, referrals, and gaps in available resources.
- Advocating for individuals who experience barriers when accessing services.
- Continue to provide respectful, culturally responsive, confidential, and compassionate support while helping individuals move toward greater wellness, stability, and independence.

## Children & Youth Programs

### Jordan's Principle

Jordan's Principle is a child-first initiative that helps ensure First Nations children can access the health, social, educational, and other supports they need. SERDC's Jordan's Principle Program works alongside children and families to help navigate the application process, connect with resources, gather documentation, make referrals, follow up on requests, and advocate when barriers arise.

The program also provides land-based support and activities, recognizing the importance of culture, connection, and community in the wellness of First Nations children and families. Through advocacy, guidance, and relationship-building, SERDC's Jordan's Principle Program continues to help reduce barriers and ensure families feel supported throughout the process. At the heart of the program is a commitment to listening to families, responding to their needs, and helping ensure children receive the supports they need to thrive.

**Staffing**

Jenna Holowachuk, Child & Youth Program Manager
Curtis Garson, Land-Based Coordinator
Monika Asmundson, Off-Reserve Coordinator
Wesley Kent, Cultural Service Provider

**Highlights from 2025-26**

- Assisted families with applications, documentation, and service requests.
- Connected children and families with supports that met their identified needs.
- Advocated for families and helped navigate barriers to accessing services.
- Helped families access a range of services, including:
  - Dental services
  - Assessments
  - Physiotherapy
  - Occupational therapy
  - Eyeglasses
  - Communication devices
- Coordinated follow-up with families and service providers to advance approved requests.
- Improved access to essential health, social, and developmental supports for children and families.
- Strengthened trusted relationships with families, communities, and service providers.

**Planned Initiatives for 2026-27**

- Continue providing individualized support to children, youth, and families accessing health, social, educational, cultural, and other needed services.
- Support families with applications, required documentation, referrals, and follow-up throughout the service process.
- Provide ongoing guidance to help families navigate changes to Jordan's Principle processes, requirements, and funding.
- Maintain clear and timely communication with families and communities regarding program changes and application requirements.
- Continue to advocate for children and families when they experience barriers or challenges accessing services and supports.
- Provide opportunities for land-based and cultural activities that promote wellness, connection, and a sense of belonging.

## Cultural Programs

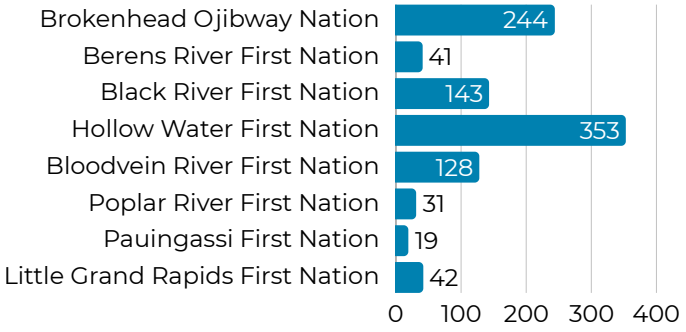
### Indian Residential Schools (IRS)/ Indian Day Schools (IDS) Program

The IRS/IDS Program provides culturally grounded emotional, cultural, and trauma-informed supports to former Indian Residential School and Indian Day School Survivors, their families, and community members. Services include individual, family, and group support, cultural and ceremonial supports, crisis response, referrals, workshops, and settlement-related assistance. The program supports Survivors and intergenerational Survivors through Emotional Support, Cultural Support, Expanded Trauma-Informed (ETI) Services, First Nations Child and Family Services and Jordan's Principle Settlement Support, and other settlement initiatives.

**Staffing**

Marie Walker, IRS-Resolution/ Cultural Team Lead
Steve McCorrister, Health and Cultural Support
Erica Chatelain, IRS/ MMIWG2S+ Support
Glenda Smith, Cultural Service Provider

**# of Supports Provided**




Please note, 406 additional support services were provided to several First Nations communities through requests from other Manitoba IRS Programs, Indigenous Services Canada, or Off-Reserve community events.

**Highlights from 2025-26**

- Provided emotional, cultural, and trauma-informed supports to Survivors, families, and community members across SERDC First Nations.
- Delivered healing and wellness workshops focused on trauma-informed care, suicide intervention, healthy relationships, grief and loss, family wellness, and cultural awareness.
- Supported community healing through cultural, ceremonial, and wellness gatherings, including SERDC and Two-Spirit events.
- Participated in regional and national reconciliation, MMIWG, and Truth and Reconciliation initiatives.
- Provided IRS impact education, crisis response, referrals, follow-up support, and settlement-related assistance.
- Continued supporting SERDC communities, off-reserve members, and Manitoba IRS programs through collaborative healing initiatives.

**Planned Initiatives for 2026-27**

- Continue providing emotional, cultural, family, and trauma-informed supports to Survivors and community members.
- Expand healing, wellness, and cultural programming across SERDC member Nations.
- Promote awareness of the ongoing impacts of Indian Residential Schools and Indian Day Schools.
- Enhance settlement support, outreach, and service navigation for Survivors and families.
- Strengthen partnerships to advance healing, reconciliation, and community wellness.
- Support community-led ceremonies, gatherings, and crisis response initiatives.

## Health Advocacy

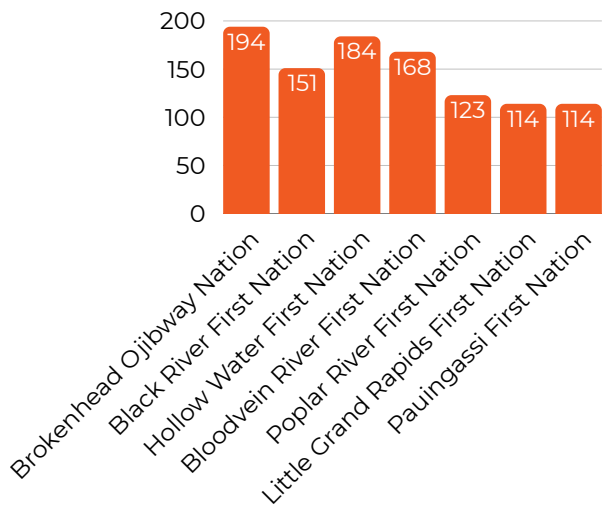
### Tribal National Native Alcohol and Drug Abuse Program (NNADAP)

The Tribal National Native Alcohol and Drug Abuse Program (NNADAP) supports wellness, prevention, and capacity-building in seven of SERDC's eight member First Nations, with Berens River First Nation delivering its own NNADAP services. Through community outreach, training, crisis support, and culturally grounded programming, the program works closely with community NNADAP and prevention workers to promote healthy lifestyles, resilience, and community well-being.

**Staffing**

Joyce Clark, Tribal NNADAP Coordinator/ & Lead Facilitator

**# of Participant Contacts**




**Highlights from 2025-26**

- Reached over 1,000 participant contacts across seven SERDC member Nations through prevention, wellness, and addictions programming.
- Maintained strong partnerships with NNADAP, prevention, health, and frontline workers to support community wellness initiatives.
- Delivered workshops on Trauma-Informed Care, Suicide Intervention, Grief and Loss, Lateral Violence, Understanding Anger, Domestic Violence, Healthy Relationships, and Power of Parenting.
- Supported SASSI training and professional development opportunities for community NNADAP workers.
- Partnered with CHCH to deliver the Justice Conference, engaging approximately 100 participants.
- Incorporated cultural wellness activities, including Cedar Baths, to support holistic healing and well-being.
- Provided crisis response, debriefing, and community support following deaths and other critical incidents.
- Offered ongoing mentorship, counselling, and support to NNADAP workers across SERDC communities.
- Strengthened community partnerships and expanded access to culturally grounded prevention and wellness programming.

**Planned Initiatives for 2026-27**

- Continue delivering addictions prevention and wellness programming across SERDC communities.
- Strengthen support and collaboration with community NNADAP workers.
- Offer workshops on addictions, trauma, grief, suicide prevention, and healthy relationships.
- Support training and professional development opportunities for NNADAP workers.
- Expand cultural and land-based wellness activities.
- Enhance partnerships to improve coordinated community services.
- Provide crisis response and community support as needed.
- Strengthen program monitoring and reporting to measure impact.

## Health Advocacy

### STAR Program

SERDC's STAR (Success Through Advocacy and Resources) Program supports women and their families in promoting healthy pregnancies, wellness, and healthy lifestyles through a voluntary, client-centered approach. STAR Advocates work alongside participants to identify personal goals, access resources, and navigate services related to health care, mental health, addictions, housing, transportation, and other community supports. The Supervisor of Health Advocacy regularly attends and engages with communities, providing direct support, advocacy, and assistance in connecting individuals and families to needed services. Through strong community relationships and coordinated supports, the program helps reduce barriers and empower families to achieve improved health and well-being. As requests for support continue to grow across communities, stagnant funding remains a significant barrier to meeting demand and sustaining program capacity.

**Staffing**

Stephanie Thomas, Supervisor
Shannon Bushie, *Black River First Nation, Berens River First Nation & Hollow Water First Nation*
Leona Baptiste, *Little Grand Rapids First Nation & SERDC Off-Reserve*
Lisa Owen, *Pauingassi First Nation*
Vanessa Dubowits, *Brokenhead Ojibway Nation, Berens River First Nation & Poplar River First Nation*

**Highlights from 2025-26**

- Celebrated participant milestones, including sobriety, treatment completion, healthy births, and employment success.
- Supported family reunification through advocacy and assistance with Child and Family Services case plans.
- Connected participants to key supports, including Maternal-Child Health, CPNP, Education, CFS, and Jordan's Principle.
- Delivered FASD prevention workshops to promote awareness and healthy pregnancies.
- Provided ongoing advocacy, encouragement, and individualized support to strengthen wellness, stability, and self-sufficiency.
- Strengthened partnerships with families and community agencies to improve access to responsive, culturally appropriate supports.



***"Strengthening families through goal setting and compassion"***

*Photo (left): STAR participant, Pauingassi FN, Delsie C. & her children taken by SERDC Staff, Lisa Owen, 2025.*

**Planned Initiatives for 2026-27**

- Advocate for sustainable STAR program funding.
- Provide individualized supports for children, youth, and families.
- Assist families with applications, referrals, documentation, and follow-up.
- Support families in navigating Jordan's Principle processes and requirements.
- Maintain clear communication on program updates and service access.
- Advocate for children and families facing barriers to supports and services.
- Offer land-based and cultural activities that promote wellness and connection.

## Health Advocacy

### Regional STAR Program

The Regional STAR (Success Through Advocacy and Resources) Program strengthens STAR services across First Nations communities in Manitoba through training, outreach, quality assurance, advocacy, and program support. Administered by SERDC, the program provides guidance and professional development to community-based STAR staff, promotes Fetal Alcohol Spectrum Disorder (FASD) prevention education, and supports program growth. With STAR currently operating in 28 First Nations, the Regional team works to build capacity, enhance service delivery, and advance the expansion of STAR programming across Manitoba.

**Staffing**

Tara Latimer, Regional STAR Peer Support & Training Officer
Mitzi Mendoza, Regional STAR Program Facilitator

**Highlights from 2025-26**

- Administered $278,708 in Indigenous Services Canada (ISC) funding to support regional STAR training and participation.
- Secured an additional $55,000 Manitoba Liquor & Lotteries Coalition (MLLC) grant to support FASD prevention education, training, workshops, and conferences.
- Provided training, outreach, quality assurance, advocacy, and ongoing support to strengthen STAR programming across Manitoba.
- Supported capacity building for 28 First Nations STAR sites through regional coordination, mentorship, and professional development opportunities.
- Continued collaborative efforts of the Regional STAR team to enhance program delivery and support community-based STAR staff.

**Planned Initiatives for 2026-27**

- Administer new MLLC grant funding to support staff retention and regional program operations.
- Continue delivering regional training, mentorship, outreach, and quality assurance supports to STAR communities.
- Strengthen FASD prevention education through workshops, training opportunities, and knowledge-sharing initiatives.
- Support the continued growth and expansion of STAR programming across Manitoba.
- Enhance capacity and service quality within existing STAR sites while advocating for increased access to STAR services in First Nations communities.
- Foster strong partnerships with community-based STAR staff to support consistent, responsive, and culturally relevant programming.

## Human Resources

The Human Resources Division provides strategic leadership and operational support to attract, develop, and retain a skilled workforce that enables SERDC to achieve its mission and deliver high-quality services to its member First Nations. Human Resources works collaboratively with leadership and employees to foster a respectful, inclusive, and culturally safe workplace that reflects SERDC's values and commitment to our communities. The HR division is responsible for:

- Recruitment and onboarding
- Employee relations
- Compensation and benefits administration
- Payroll
- Performance management
- Policy development
- Workplace safety and health
- Staff training and development
- Organizational planning, and legislative compliance




*360 Broadway Ave, Winnipeg, MB*

## Director of Human Resources Message

Aniin,

SERDC's Human Resources Division is committed to supporting a strong, skilled, and engaged workforce that enables the organization to deliver quality programs and services to our member First Nations. We recognize that our employees are at the heart of our success, and we strive to foster a workplace that reflects SERDC's values of respect, collaboration, inclusivity, and cultural safety.

Working closely with leadership and staff across the organization, Human Resources provides strategic and operational support in recruitment, onboarding, employee relations, compensation and benefits, payroll, performance management, workplace safety and health, policy development, and training and development. Through these efforts, we help strengthen organizational capacity and support employees throughout their careers at SERDC.

Looking ahead to 2026-2027, we will continue focusing on workforce development, employee engagement, recruitment and retention, leadership support, and organizational planning. We will also advance initiatives that promote a positive and culturally safe work environment while ensuring compliance with evolving legislative and workplace requirements.

Through collaboration, continuous improvement, and a commitment to people-centered practices, the Human Resources Division remains dedicated to building a strong workforce that supports SERDC's mission and the ongoing success of our member Nations.

Thank you,



Crystal Gustafson, CPHR, PCP, SHRM-SCP
Director of Human Resources



## Human Resources

### Highlights for 2025-26

Throughout the 2025–2026 fiscal year, HR focused on strengthening SERDC's organizational foundation through policy modernization, workforce growth, employee wellness, workplace safety and process and policy improvements. Key accomplishments included:

- Enhancing recruitment, retention, leadership support, and performance management practices to strengthen organizational capacity and accountability.
- Recruiting and successful onboarding of 23 new employees, supporting workforce growth across multiple programs and communities.
- Completing a comprehensive review and modernization of Human Resources policies to ensure legislative compliance and alignment with organizational values.
- Expanding Workplace Safety and Health initiatives through the establishment of a Workplace Safety and Health Committee, development of safe work procedures, and implementation of new safety resources.




### Staffing

Crystal Gustafson, Director of Human Resources
Diana Viera, Human Resources Partner

### Planned Initiatives for 2026-2027

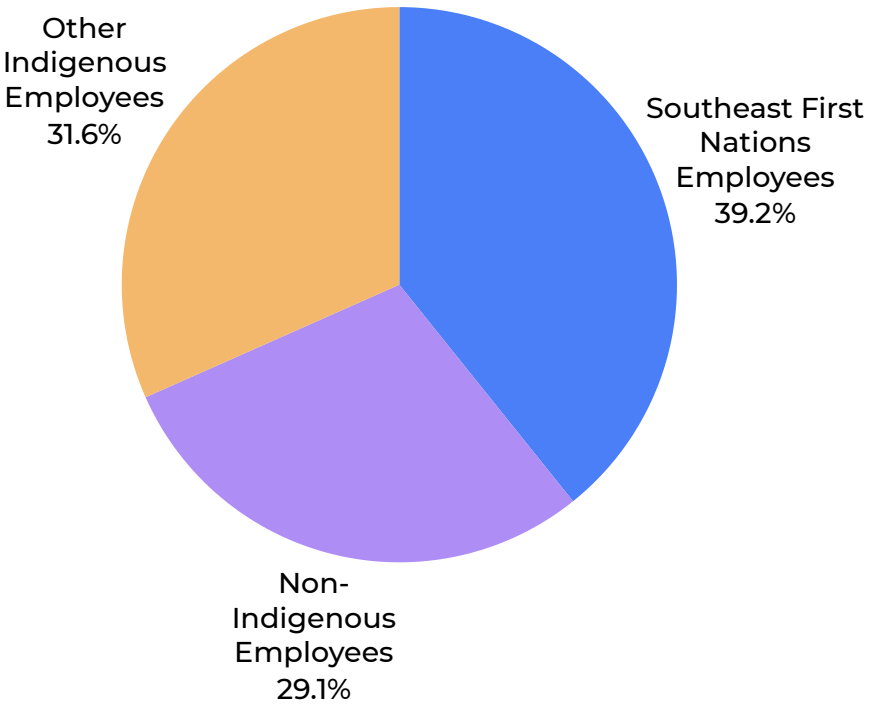
During 2026-2027, Human Resources will focus on initiatives that improve operational efficiency, strengthen workforce development, and enhance employee services. Key priorities include:

- Completing the integration of payroll administration within Human Resources to improve service delivery, accuracy, compliance, and alignment of employee records, compensation, benefits, and payroll functions.
- Implementing a Human Resources Information System (HRIS) and payroll system to streamline processes, improve reporting capabilities, reduce administrative workload, and support data-informed decision-making.
- Developing and implementing a learning and development framework that supports employee growth, leadership development, mandatory training, and succession planning.
- Continuing to strengthen recruitment, retention, employee engagement, and workplace safety initiatives.



## Human Resources

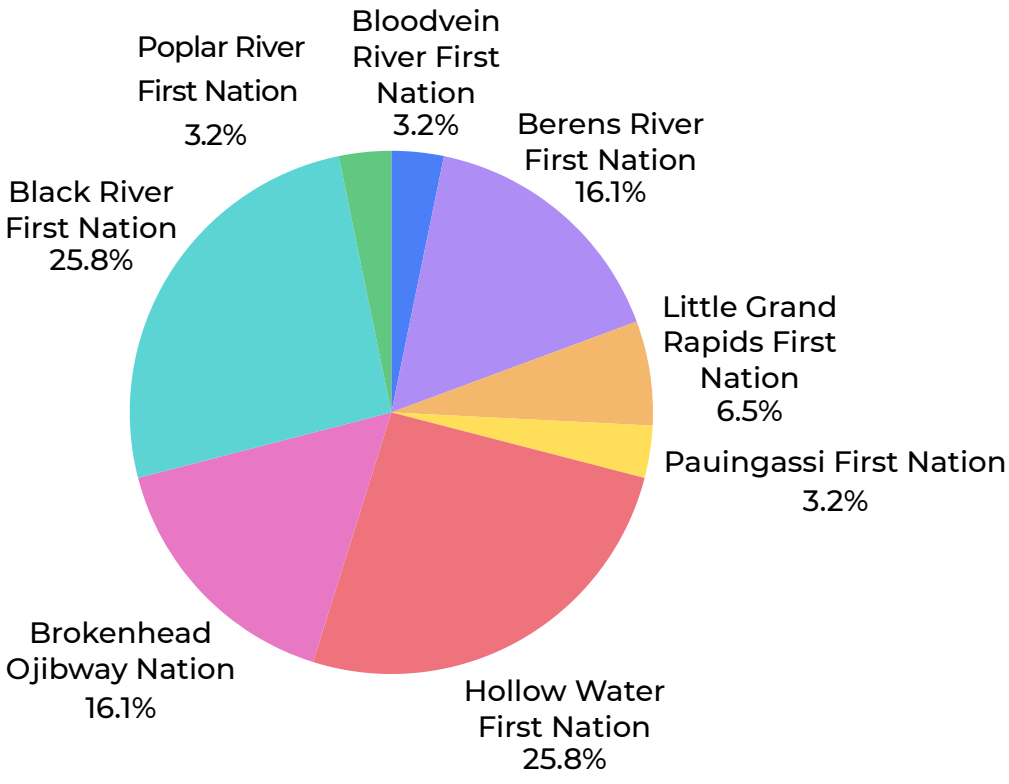
Workforce Composition and Southeast First Nations Representation




***Workforce Snapshot:*** *Total Employees = 79, Total Indigenous Employees = 56 (71%)*

*Southeast First Nations Employees = 31 (39.2%), Non-Indigenous Employees = 23 (29%)*

**Southeast First Nations Employees**



# Human Resources

## Staff Recognition

This year, we proudly celebrate the dedication and contributions of our staff, whose passion and teamwork make our work possible every day. We are especially honored to recognize employees celebrating 5 to 36 years of service, reflecting their longstanding commitment to Southeast First Nations and the communities we serve.

At our October 2025 All Staff Gathering, we recognized these milestone anniversaries and the lasting impact these individuals have made through their service, leadership, and shared knowledge. We extend our sincere gratitude for their unwavering commitment to SERDC's mission and values.

| Years | Name | Role |
|---|---|---|
| 5 | Candace Linklater | Director of Clinical Services |
| 5 | Chris Olson | Director of Advisory Services |
| 5 | Curtis Garson | Land Based Programs Coordinator |
| 5 | Joyce Clark | Tribal NNADAP Coordinator/ Lead Facilitator |
| 5 | Lynn Wiebe | Foot Care Nurse - Hollow Water |
| 5 | Marie Walker | IRS-Resolution/ Cultural Team Lead |
| 5 | Marissa Mann | Human Resources Assistant |
| 5 | Shannon Bushie | Sr. STAR Advocate - Black River & Hollow Water |
| 5 | Stephanie West | Tribal Dentist Hygienist (COHS) |
| 5 | Roxanne Kuzyk | Financial Analyst |
| 5 | Timothy Beepath | Financial Analyst |



# Human Resources

## Staff Recognition

| Years | Name | Role |
|---|---|---|
| 10 | Sheldon Bushie | Administrative Assistant, Health Clinical Services |
| 10 | Elizabeth Proskurnik | Health Promotion Manager |
| 10 | Gloria Seymour | Executive Assistant, Health Programs |

| Years | Name | Role |
|---|---|---|
| 15 | Ingrid Fortin | MIHCEMI Project Coordinator |
| 15 | Michael Fontaine | Environmental Health Officer |
| 15 | Stephanie Thomas | Health Advocacy Manager |

| Years | Name | Role |
|---|---|---|
| 24 | Dora Simmons | Director of Health Programs |
| 20 | Patricia Dicks | Financial Analyst, Economic Development |
| 20 | Jason Boucher | Loans Administrator/ Communications Officer, Economic Development |

| Years | Name | Role |
|---|---|---|
| 36 | Carol Johnston | Director of Economic Development |
| 35 | Nadine Keeper | Finance/ Payroll Administrator |



## Communications

SERDC Communications supports the organization's commitment to transparency, accountability, relationship-building, and culturally-grounded engagement. Guided by Strategic Priority #2 of SERDC's Strategic Plan 2025-2030, Communications strengthens governance decision-making, trust, and information sharing across member communities, affiliates, leadership, partners, staff, governments, and the public.

### Staffing

Raven Boulanger, Communications Specialist

### Highlights from 2025-26

- Published the Noongom Newsletter in July 2025, sharing updates on SERDC programs and services, affiliate partner initiatives, community achievements, and organizational activities across Member Nations.
- Supported organization-wide communications, outreach, and promotion of programs, services, events, and success stories to strengthen engagement with communities.

**SERDC communications also maintains SERDC's social media presence primarily through:**

**Facebook**
Southeast Resource Development Council - SERDC

**Total Facebook Followers**
As of April 1, 2025 = 1,608
As of March 31, 2026 = 1,768

**Instagram**
@serdc_mb

**Total Instagram Followers**
539

**Website**
www.serdc.mb.ca

### Planned Initiatives for 2026-2027

Communications will focus on strengthening organizational effectiveness, transparency, and stakeholder engagement by:

- Implementing a Communications Plan aligned with SERDC's Strategic Plan 2025-2030.
- Establishing communication standards, governance processes, and information-sharing protocols to support consistency, accessibility, and transparency.
- Developing and regularly updating internal communication materials to improve information sharing, employee engagement, and organizational alignment.
- Supporting the development of a Communications Committee to enhance internal communication, collaboration, change management, and staff engagement.
- Expanding engagement with governments, Indigenous organizations, Tribal Councils, AMC, SCO, economic development organizations, business partners, and other strategic stakeholders to strengthen relationships and elevate SERDC's profile, partnerships, and impact.

## Finance and Grants Research

The Finance and Policy area plays a critical role in supporting the financial health, accountability and long-term sustainability of Southeast Resource Development Council (SERDC). Guided by SERDC's Strategic Plan and the direction of the Board of Directors, the area provides strategic financial leadership and oversight for financial planning, budgeting, cash flow management, financial reporting, proposal development and new initiatives, financial risk and control framework, and the effective stewardship of organizational resources. A key focus for the team is to work collaboratively and provide financial information that supports executive and management decision-making.

**Staffing**

Rhonda Bistyak, Chief Financial Officer
Tim Beepath, Financial Analyst
Roxanne Kuzyk, Financial Analyst
Kirstie White, Finance Clerk

**Highlights from 2025-26**

Throughout the 2025–2026 fiscal year, Finance focused on:

- New Fiscal Relationship Grant was entered into between SERDC and Indigenous Services Canada (ISC).
- Development of a financial strategy and policy function that contributed to 17% increase in funding levels and improved financial information.
- Strengthened financial information and regular reporting to SERDC Board of Directors and Executive Leadership.
- Implemented collaborative monthly financial meetings with Program Directors with consistent reporting to help manage programs and achieve results
- Conducted a review of existing financial and procurement processes with immediate enhancements to practices resulting in better financial management.
- Started the project to upgrade the existing legacy financial system to a SAGE IntAcct, a modern Enterprise Resource Planning, platform.

**Planned Initiatives for 2026-2027**

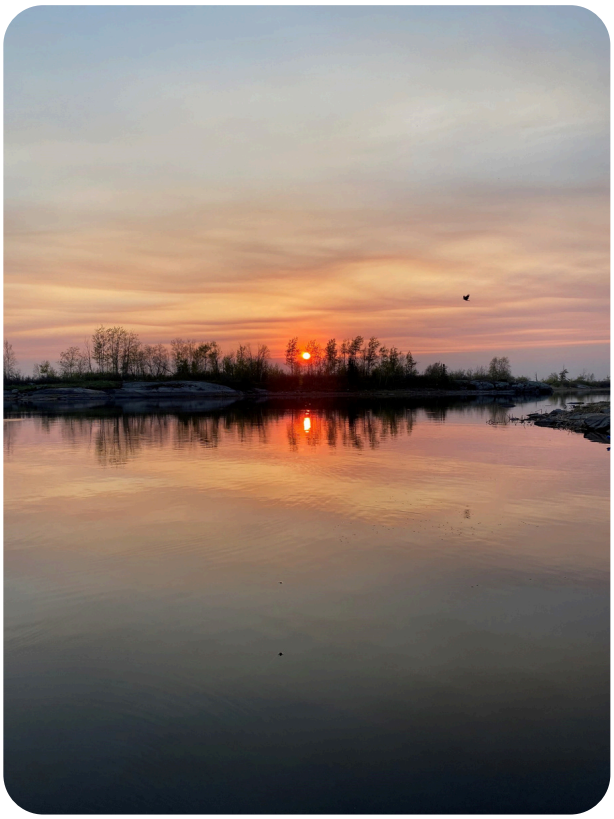
- Continue implementing of the new financial system, SAGE IntAcct, for the 2026-27 fiscal year to enhance financial reporting, decision-making, and accountability.
- Continue strengthening financial stewardship through improved budgeting, reporting, and financial management practices that support SERDC programs and services.
- Maintain standardized proposal development and executive review processes to support funding sustainability and program growth.
- Enhance financial and procurement policies and procedures to improve accountability, compliance, and effective use of resources.
- Expand financial management and procurement training for staff to build organizational capacity and support informed decision-making.
- Pursue funding diversification opportunities to strengthen long-term organizational sustainability.
- Continue aligning financial strategies and policies with organizational priorities to support efficient program delivery to SERDC Member Nations.

## Statement of Operations

Southeast Resource Development Council Corp. For the year ended March 31, 2026

| | 2026 | 2025 *(Restated)* |
|---|---|---|
| **REVENUE** | | |
| Indigenous Services Canada - Health (Note 13) | 12,127,757 | 16,598,929 |
| Indigenous Services Canada (ISC) (Note 13) | 18,114,681 | 21,062,837 |
| Employment and Social Development Canada | 2,403,418 | 2,457,240 |
| Other | 4,822,591 | 815,188 |
| Service fees (Note 14) | 74,666 | 32,358 |
| Interest | 119,239 | 259,720 |
| Incomplete programs, beginning of year (Note 11) | 14,306,944 | 11,676,784 |
| Incomplete programs, end of year (Note 11) | (21,581,526) | (14,306,944) |
| | **30,387,770** | **38,596,112** |
| **EXPENSES** | | |
| Advertising | 73,223 | 23,064 |
| Amortization | 412,300 | 455,046 |
| Bank charges and interest | 14,719 | 17,565 |
| Books and supplies | - | 137,014 |
| Capital investments to communities (Note 16) | 351,846 | 1,499,662 |
| Clothing | - | 2,485 |
| Community proposals | - | 197 |
| Conferences | 175,978 | 944,487 |
| Consulting fees | 83,710 | 459,715 |
| Contributions to member First Nations (Note 15) | 1,863,215 | 2,165,769 |
| Education allowances | 435,605 | 2,315,521 |
| First Nation project contract expenses | 1,492,417 | 2,298,013 |
| Grants and forgivable loans (Note 16) | 550,141 | 550,139 |
| Health planning | 1,730,760 | 2,932,194 |
| Insurance | 20,982 | 65,723 |
| Office | 365,645 | 1,234,596 |
| Professional accommodation (Note 14) | - | 200,000 |
| Professional development | 215,100 | 200,280 |
| Professional fees | 1,053,736 | 389,641 |
| Rent (Note 14) | 1,547,846 | 1,659,255 |
| Repairs and maintenance | 117,560 | 136,455 |
| Room and board for students | 3,783,266 | 4,413,676 |
| Salaries and benefits | 7,040,234 | 7,710,551 |
| Supplies and equipment | 2,209,096 | 1,968,779 |
| Telephone | 78,848 | 239,684 |
| Training and education | 173,624 | 62,849 |
| Travel | 1,445,121 | 1,559,160 |
| Tuition | 2,612,179 | 3,751,667 |
| Workshops | 621,255 | 1,217,418 |
| | **28,468,406** | **38,610,605** |
| Excess (deficiency) of revenue over expenses | **1,919,364** | **(14,493)** |

## Our Funding Partners



*Bloodvein River First Nation*

Center for Northern Conservation

Food Banks Canada

Government of Canada

- Indigenous Services Canada
- Innovation, Science and Economic Development Canada
- Nutrition North Canada
- Women and Gender Equality Canada

Kahnawà:ke Schools Diabetes Prevention Program

Manitoba Liquor and Lotteries

Manitoba Keewatinowi Okimakanak

Manitoba Keewatinowi Okimakanak Inc.

Government of Canada / Gouvernement du Canada

Food Banks Canada / Banques alimentaires Canada

Manitoba Liquor & Lotteries

Indigenous Services Canada

Kahnawà:ke Schools Diabetes Prevention Program
Center for Research & training in diabetes prevention

# Our Offices

**Head Office - Brokenhead Ojibway Nation**

Box 30

Scanterbury, MB, R0E 1W0

Ph: (204) 766-2386

Fax: (204) 766-2716

**Southeast Wellness Lodge**

225 Masters Ave

West St. Paul, MB R4A 1A9

Ph: (431) 977-0720

Fax: (431) 977-0852

**Winnipeg Office**

6th Floor - 360 Broadway

Winnipeg, MB R3C 0T6

Ph: (204) 956-7500

Fax: (204) 956-7382



*Main Floor Boardroom at 360 Broadway*

# Partnerships

## Affiliated Organizations

## Family Supports

Southeast Child & Family Services
4th Floor - 360 Broadway
Winnipeg, MB, R3C 0T6
Ph: (204) 947-0011

Shawenim Abinoojii Inc.
865 Main St
Winnipeg, MB, R2W 3N9
Ph: (204) 949-9407

## Health

Shawano Pharmacy
2-2521 McPhillips St
Winnipeg, MB, R2V 1R7
Ph: (204) 944-1577

Southeast Personal Care Home
1265 Lee Boulevard
Winnipeg, MB, R3T 2M3
Ph: (204) 269-7111

## Education

Southeast Collegiate
1269 Lee Boulevard
Winnipeg, MB, R3T 5W8
Ph: (204) 261-3551

## Economic Development

Southeast Community Futures Development Corp.
200-208 Edmonton St
Winnipeg, MB, R3C 1R7
Ph: (204) 943-1656

## Businesses

Shawano Wapunong Investments Corp.
600-360 Broadway
Winnipeg, MB, R3C 0T6
Ph: (204) 956-7500

Shawano Consulting Services Ltd.
250-360 Broadway
Winnipeg, MB, R3C 0T6
Ph: (204) 934-0346

South Beach Casino & Resort
1 Ocean Dr
Scanterbury, MB, R0E 1W0
(204) 766-2100

Tribal Councils Investment Group of Manitoba Ltd.
Unit 15-801 Century St
Winnipeg, MB, R3H 0C3

## Southeast Resource Development Council

### Logo Explained





**Eagle**

The eagle symbolizes love and is a messenger between Creator and people.



**Pipe**

When a sacred pipe is shared, you are inviting Creator to be present in truth, harmony and solidarity.



**Sky**

The sky offers navigation, including the eight stars representing each community and a reminder of our place in the universe.



**Water**

The shores of communities, and water as movement through life and healing journeys.



**Land**

The land represents our relationships and living balance in nature.

**A Bridge Between Tradition and Tomorrow**

The design is an intertwining of five elements: the eagle, the pipe, the sky, the water, and the land in the order pictured above. The amalgamation of the five logo elements symbolizes a bridge between tradition and the future - a depiction of honouring our cultural roots while embracing progress.

Designed in 2023 by Indigenous graphic design firm Vincent Design, SERDC's new logo reflects the organization's commitment to advancing economic growth and development while honouring the values, traditions, and identity of the region.

The logo was presented to the SERDC Board of Directors on November 30, 2023, and officially launched at Tribal Days on January 3, 2024.

As SERDC continues its re-branding efforts, the new visual identity will provide a consistent, recognizable presence across communications and strengthen engagement with stakeholders, member First Nations, and communities.

## Acknowledgements

The Southeast Resource Development Council (SERDC) gratefully acknowledges the leadership of our Chiefs Board of Directors, the wisdom of our Elders and Knowledge Keepers, and the dedication of our staff. We also recognize the strength, resilience, and potential of our children and youth, whose growth, achievements, and connection to culture inspire our work and represent the future of our Nations. We respectfully acknowledge that our Member Nations are located within the traditional territories of the Anishinaabeg and the lands of Treaty 1 and Treaty 5, and we honour Weenipagamiksaguygun (Lake Winnipeg), whose waters continue to sustain our communities.

We are grateful to the community members, partners, affiliates, funders, and collaborators who shared their time, knowledge, and support throughout 2025-2026. Together, we continue to strengthen our communities and create opportunities for future generations.

Gitchi-miigwetch.

*Photo: Little Grand Rapids First Nation*



# SERDC

Southeast Resource
Development Council

## Contact Us

6th Floor - 360 Broadway

Winnipeg, MB R3C 0T6

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