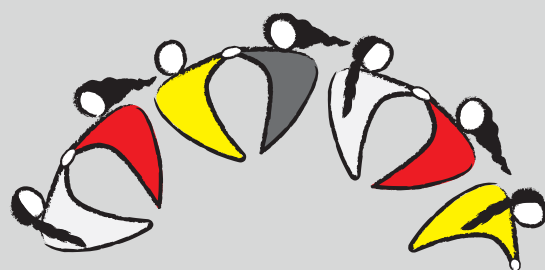


CONTINUING OUR JOURNEY
NIB Trust Fund



2015-2016 Annual Report



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NIB Trust Fund

Message from the Chair

The NIB Trust Fund (NIBTF) has a successful year and we saw much change and growth. The growth of our Trust was only made possible through the cautious and forward thinking of our Trustees who focused their attention on: strengthening our governance structures; developing robust communications and outreach to First Nations beneficiaries; creating sound fiscal policies; and operational growth as part of our long-term strategy to expand the scope of our activities.

The progress we've made collectively has not been quick or easy, but it is essential in order to achieve justice and opportunities for our beneficiaries. Our goal at NIB Trust Fund is to ensure that former students of Indian Residential Schools, their families and all First Nations and Métis have access to support for education over many years.

With funds from the Indian Residential School Settlement Agreement, we are able to support education programs broadly defined; to advance a First Nations or Metis in education and personal development. This includes universities, colleges, trade or training schools, or which relate to literacy or trades, as well as programs which relate without limitation to the preservation, reclamation, development or understanding of First Nations, Métis history, cultures, or languages.

To support our funding announcement and to ensure compliance to the terms and conditions, the NIB Trust Fund developed an interim

communications plan. As part of this plan, we developed key messages, branding, website, a new logo and resources that will help us to ensure fair and reasonable access to educational programs.

Our organization has taken important strides this year and we are in a stronger position than ever before. Over the past year, the NIB Trust Fund issued our first Call for Groups/Organizations which resulted in approving worthwhile community-based education programs that meet the terms and requirements of the administration plan.

As a result of the IRRSA and the terms and conditions of our agreement the NIBTF is responsible and accountable to many policies that impeded our ability to be flexible.

Behind the developments of the year, there is an 11-member Board of Trustees. I would like to publicly thank the entire Board of Trustees for their hard work and service to date. We also would like to welcome our new Program Director, Nicole Callihoo, who joined us in January during this time of growth and opportunity.

We look forward to another year of investments in First Nations education.

In Friendship,

Phil Fontaine, Chair
NIB Trust Fund

Message from Program Director

I am proud of the performance of the NIB Trust Fund in 2015. At the outset, I would like to express my appreciation to the Trustees and the staff who all played a part in achieving our exceptional results. It is a privilege to lead the work of the NIB Trust Fund and I am delighted to be part of the important work of the trust. I am also grateful for the confidence the Trustees has placed in me to administer the NIB Trust Fund on their behalf.

Together we have established a solid foundation for the Trust Fund to address education opportunities well into the future. While our work has just begun, our Trustees are committed to our continued development.

The Court approved Terms and Conditions and the Administration Plan has provided my team with a solid road map and clear focus. Since the release of our first Call for Applications, there has been a lot of activity at the NIB Trust Fund.

This year, the Board of Trustees have worked diligently to develop procedures that ensure accountability for the Trust and its beneficiaries. The NIB Trust Fund is committed to providing the highest standard of service. The NIB Trust Fund strives to maintain an approach ensuring that questions have answers and that First Nations and Metis people

have access to programs and services that meet their needs.

A key ingredient in making our team effective is the coordination and the support received from staff. We have highly qualified and professional staff providing excellent advice and research to the Trustees, which leads to sound decision-making. During this year, the NIB Trust Fund has been working to ensure we are adequately staffed.

We have experienced positive developments and growth, highlighted by initiatives such as language revitalization projects; innovative media projects; and many cultural projects related to medicinal knowledge, curriculum development, healing and returning to the land. These types of initiatives are much needed and play an integral role in the revitalization of our culture and communities.

I look forward to sharing our journey as we continue to build on the work from this year.

In Friendship,

Nicole Callihoo, MPA
Program Director

About the NIB Trust Fund

The NIB Trust Fund was established as a trust in 1975 and in the same year obtained charitable status. The NIB Trust Fund was originally created to complete research, communicate and propose First Nation solutions to our priorities and increase our quality of life. The original objects of the Trust Fund were:

- a) To study in conjunction with First Nation representatives from the various parts of Canada the problems confronting First Nations in today's society;
- b) To do research into the economic, social, and scientific problems of First Nation communities with a view to proposing solutions to these problems;
- c) To do research into the historical and cultural aspects of First Nation communities with a view to assisting in retaining First Nation culture and values;
- d) In order to further carry out the foregoing objects, to obtain and disseminate information to First Nation groups and others concerned with the quality of First Nations life;

In carrying out these objects, the Trust Fund administered the Language and Literacy Fund, the Youth Healing Fund, the Research Sponsor Fund and the Heroes of Our Times Fund over the past decade.

In 2009, the NIB Trust Fund updated its objects to enable the Fund to provide financial assistance for educational goals and the provision of healing and reconciliation programs. The two new Objects added to the NIB Trust Funds are:

- e) To provide educational programs and related services and initiatives that provide assistance to First Nations peoples including the

provision of financial assistance to attend education institutions at all levels; and,

- f) To provide healing and reconciliation programs, services and initiatives for First Nations peoples as required as a result of the intergenerational impacts of the IRS system.

Today, the NIB Trust Fund supports education programs aimed at healing, reconciliation and knowledge building. For the purposes of the NIB Trust Fund, educational programs are those provided by education institutions, cultural centres, organizations, communities and individuals/groups, whether short- or long-term, informal or formal, or certified or noncertified.

Educational Programs include, but are not limited to, those that:

- Strengthen education and employment training;
- Promote First Nations and Métis languages and cultures; or,
- Foster community and personal development, including access to counselling and other programs to heal communities from harms caused by the Indian Residential Schools.

Funds are available to First Nation and Métis individuals and organizations through a competitive application process.

The goal of the NIB Trust Fund is to help First Nations and Métis people, organizations and communities address the long lasting impacts of the Indian residential schools system, and to offer support for education programs over many years.

Governance of NIB Trust Fund

The NIB Trust Fund is governed by an 11-member Board of Trustees. The NIB Trust Fund maintains its transparency and accountability as a results-based organization. The Annual audited financial statements will be made available to the public after the Assembly of First Nations, Annual General meeting.

The current Board of Trustees were appointed at various times with a mandate to fulfil their roles as Trustee and work towards our mission, establish stable governance and an operating structure for the future. The Trustee members ending in the 2015-2016 fiscal year were:

Phil Fontaine, Chair

Jaime Battiste, Co-Chair (Nova Scotia/Newfoundland)

Regional Chief Roger Augustine, Trustee (New Brunswick/PEI)

Daniel Nolett, Trustee (Quebec/Labrador)

Cameron Alexis, Trustee (Alberta)

Lance Byhette, Trustee (Saskatchewan)

Tim Catcheway, Trustee (Manitoba)

Chief Rebecca Harris, Trustee (British Columbia)

Wallace McKay, Trustee (Ontario)

Bertha Rabesca Zoe (Northwest Territories)

Regional Chief Mike Smith (Yukon) (Ended May 10, 2016)

2015-2016 Year of Development

The majority of the focus for NIB Trust Fund for this fiscal year was to initiate and develop the Trust Fund along with the issuance of a group call for proposals.

NIB Trust Legal Advisor

The NIB Trust Fund has engaged Kelly Santini for our legal advice services. During this time we have utilized Kelly Santini for advice on a number of matters related to governance and administration.

NIB Trust Investment Consultant

The NIB Trust Fund has engaged in a partnership with Morneau Shepell for our investment advice services. During this time we have utilized Morneau Shepell to assist in the development of our investment policies, complete the search for investment management services and the provision of investment advice throughout the year.

Communications

During the year, the NIB Trust Fund has launched our website, developed a logo, began our branding, issued a press release about the successful applicants and developed a communications plan. In addition, FAQs were created on the programs and NIB Trust Fund.

Staffing

The NIB Trust Fund operations and human resource requirements were fulfilled during the last quarter of the year, during this time we completed three recruitment processes. This resulted in the hiring for the following positions:

- Program Director, Nicole Callihoo,
- Program Officer, Naomi Racette, and
- Finance Officer (0.5), Valerie Shecapio

Nicole Callihoo joins NIB Trust Fund with over 15 years of experience in Indigenous community development. She was raised in Alberta by her grandparents and is a proud member of Paul First Nation in Treaty Six territory. She obtained a Bachelor's Degree in Native Studies from the University of Alberta and is a graduate of the Masters of Public Administration program at the Johnson Shoyoma Graduate School of Public Policy. Nicole has diverse experience

in working with a range of social issues facing Aboriginal people. Her experience with the Friendship Centre Movement has created genuine leadership skills, expertise, and knowledge in community development, program development, administration, and non-profit organizations and community engagement. As a First Nations woman, Nicole is excited to be involved with the NIB Trust Fund.

Valerie Shecapio is Cree from Waskaganish First Nation in northern Quebec and graduated from the faculty of Telfer School of Management at the University of Ottawa with a Bachelor of Commerce degree in accounting. Her previous experience was with a for-profit organization as a Junior Accountant. Valerie joined the NIB Trust Fund in February 2016 as a Finance Officer and is responsible for the day-to-day accounting operations/activities of NIB Trust and to ensure that the financial transactions are recorded accurately and reported on a timely basis.

Naomi Racette is Metis from Qu'Appelle Valley, Saskatchewan. She received her Bachelor of Science from the University of Regina. She spent the following years travelling the world developing her client, professional, entrepreneurial and management skills. Naomi owned/operated her own distribution company and two restaurants in Sydney, Australia. Naomi is fully bilingual and studied French in Montreal while working in the environment and organics. Naomi managed several large projects with a work force of over 50 people. She continues to give back to her community by volunteering at the Native Women's shelter in Montreal and the Ecole Baluchon.

Governance Development

During the year, the Trustees worked with Deloitte to develop their role and responsibilities as Trustees. The information from Deloitte focused on maintaining charitable status, fiduciary duties and conflict of interest. In addition, the Trustees were provided with a history of the NIB Trust Fund along with the role and obligations of a Trustee, and accountability requirements from Kelly Santini.

Both presentations provided the Trustees with important knowledge and a solid foundation regarding the NIB Trust Fund while encouraging sound governance, transparency and accountability.

Group Projects

The NIB Trust Fund completed our first Call for Group/Organizations . This call resulted in receipt of over 650 applications from across Canada. The total request from all projects was over \$119 Million. This was a highly competitive process, as the NIB Trust Fund, budgeted \$5 Million for program funding in the 2015-2016 fiscal year.

Our first Call for Group/Organization Applications was completed at the end of February 2016. During this call for proposals, the NIB Trust Fund relied on placements from Miinwashin Lodge and the Assembly of First Nations (AFN) staffing.

Throughout the process, we required data-entry, administrative application review, and proposal evaluation. The following table demonstrates the person hours over 5.5 weeks for each phase of the process:

Data Entry	Initial Review	Evaluation / Grading	Total
533.59	1096.9	205.5	1835.99
Equivalent to 4 FTE	Equivalent to 7.3 FTE	Equivalent to 5.48 FTE	8.9 FTE

*FTE (Full Time Equivalents)

The call for proposals process utilized excel and laser-fiche as the main tools for the data-entry, review and assessment process. The tools utilized for the proposal review process created unnecessary additional data entry, contained no sorting functionality, and no centralized filing system; all resulting in additional person hours.

With the \$5 Million investment in group projects, NIB Trust Fund was able to fund 88 projects across Canada. This included 38 projects focusing in the areas of Culture and Language; 16 projects focussing in healing and reconciliation; and 34 projects focusing specifically in education and employment. Figure 1 reviews the investment by project type; the majority of investments were provided to culture and language programs.

Figure 1

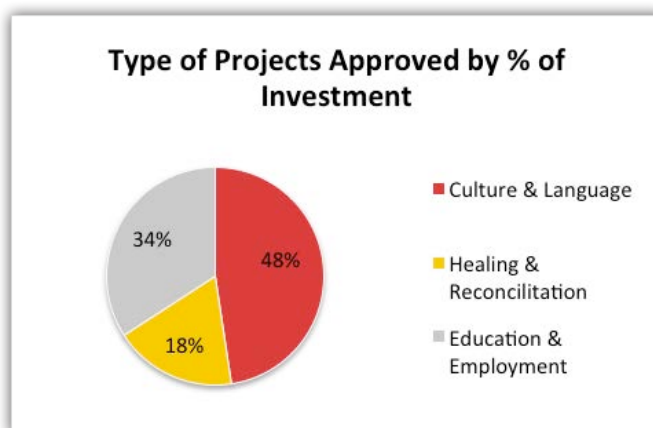
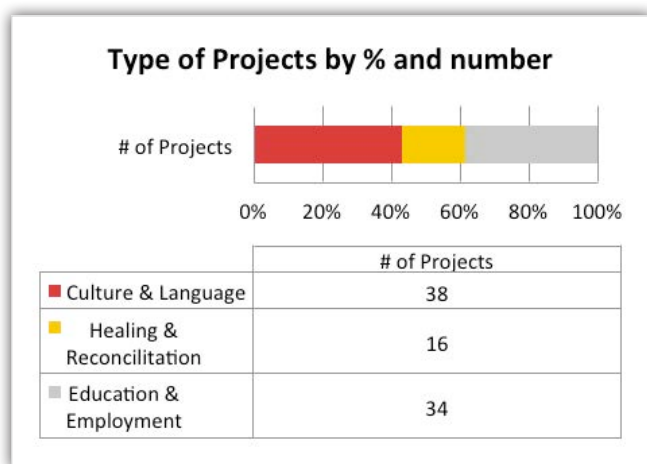


Figure 2



Highlights from Approved Projects

Old Sun Society – Supporting the Reestablishment of a Siksika Ceremonial Society (Siksika, Alberta)

The Siksika Nation is making intensive efforts to regain their traditional culture and ways of life through the Horn Society.

Current membership is comprised of 17 couples and a helper with other positions yet to be filled. The funds from NIB Trust Fund will be utilized to ensure participation of new Horn Society members. Although enthusiastic and eager to participate, these new society members do not have the lodges or resources in place to attend their first Siksika Sundance that lasts approximately one month. Furthermore, to fulfill their society responsibilities throughout the year each must host their rituals in tipis.

The NIB Trust Fund provided support to the new Horn Society members to prepare for the much anticipated summer encampment of 2016 as this is the first Sundance camp for many of the new members. The financial assistance refers to the equipment necessary for tipis and camping supplies and for the knowledge transfer related to the complex protocol of tipi ownership.

Canim Lake Band – Letwilc “Healing Once Again” (Canim Lake First Nation, British Columbia)

This community-based program provides holistic and culturally-relevant services to residential school survivors and later generations who were affected both on- and

off-reserve. The Canim Lake First Nation will assist First Nations students to overcome barriers and develop plans for their futures, both personally and professionally. This project builds the knowledge and skills of its community members through both the educational and traditional programs.

The NIB Trust Fund provided funds to this multi-faceted program that provides: Adult Basic Education/Essential Skills; workshops and/or training focused on life skills training, budgeting, banking, and credit; driver training and Customer Service Training. In addition, this project focusses on traditional activities of the Secwepemc (sh1,1swop) people. A large portion of this project is aimed at traditional knowledge and skills to strengthen self-identity, self-esteem, and leadership skills by traditional community inclusion. This project involves the whole community to gather the strength of the people. The activities proposed to instill the traditional beliefs are hunting, fishing and language camps, traditional plant use and medicine making, sweat lodge construction, hide tanning, canoeing, drum making, birch bark and cedar strip baskets and carving.

St. Thomas University – MMBSW Program Enhancement (Fredericton, New Brunswick)

The purpose of the Mi’kmaq Maliseet Bachelor of Social Work (MMBSW) is to provide First Nation students throughout Eastern Canada with a culturally relevant academic program in a culturally enriched environment with intensive student support services. The MMBSW program is organized as a First Nation cohort for community-based students working for their First Nation governments. The course schedules are set to allow the students to travel from their communities for an intense four to five day period on a monthly basis. The program has graduated 43 First Nation individuals and will add another 27 individuals in 2017. The addition of the Indian Residential School systems impacts will enhance the capacity of Mi’kmaq and Maliseet Social Workers to: understand and assist Survivors; and, develop strategies in their First Nation communities to explain and overcome intergenerational trauma. St. Thomas University will commit to including the IRS, its impact and research material in course curricula.

Corporation of Wapikoni Mobile – Learning and Training (Montreal, Quebec)

The Learning and Training project has 3500 participants who have created 850 short films, with over one third of the films being produced in traditional languages. The mission is to give young First Nations a voice in cinema and music to help break isolation and aimlessness that often leads to addiction and suicide.

Wapikoni Mobile offers workshops in writing, interviewing, camera montage, animation, documentary, and all aspects of film/video technique to youth in remote communities. The Learning and Training project provides youth with access to studio time and equipment.

Often films include a documented oral history of elders and include mentorship from the elders.

Proven successes of this program includes empowerment, leadership, motivation to learn, new abilities, showcasing of young First Nations talents, confirm the strength in their identity and simply the will to live. This project provides positive modeling for youth and the greater community.

At the end of every workshop a public showing of the projects are organized for the community members. This gives the youth pride in their languages and culture, while helping community development.

Skookum Jim Friendship Centre - Skookum Jim Friendship Center Traditional Teaching Circles and Camps (Whitehorse, Yukon)

The purpose of the program is to enhance crucial connections between Elders, Fathers, Mothers and Children in a culturally meaningful way, utilizing traditional teachings as

an education platform. Teaching Circles and seasonal on-the-land camps, with Elders as teachers, will provide an opportunity for our urban population to come together and share, learn, empower, grieve, love and support one another while healing through Culture.

Objectives of the program include:

- To have Elders deliver Traditional teachings on Motherhood/Fatherhood and working together on healing our spirits Host a Women's Circle with Female Elders & a Men's Circle with Male Elders
- To have Elders deliver traditional teachings and stories to youth, bridging the generations by hosting Youth and Elders Circles
- To have Family days with Elders delivering teachings and stories by hosting Family time
- To host seasonal camps on the land with Elders as the teachers 4 day camps on the land, harvesting medicines, food, trapping, hunting and fishing and berry picking.

Administration

As the operations of NIB Trust Fund trust grew, so too did our administration. We developed contribution agreements, a reporting framework and orientation for new NIB Trust Fund staff. As the administration of the projects and call for proposals is key to our success and the success for local projects, we strive for appropriate tools to ensure that we are fair, transparent and accountable.

2016-2017 Activities

This new fiscal year creates new challenges and opportunities. Since April 1, 2016 the NIB Trust Fund has completed a number of activities related to our administration, communications, governance and investment manager search.

Individual Call for Applications

The Call for Individual Applications was released on April 27, 2016 with a deadline of June 24, 2016 at 5:00 PM EST. At the time of writing this report, the NIB Trust had already received over 6,000 applications and in the last weeks of the deadline there were between 100 to 250 applications being submitted daily.

Since the release, the NIB Trust Fund has been receiving between 900 to 1000 phone calls and 200 e-mails per day.

Once the deadline is complete, the NIB Trust Fund will be reviewing the applications, evaluating and preparing the completed submissions for Trustee review and approval. We hope to notify all applicants as soon as we can; however this is dependent on the amount of applications and the time it will take to complete the review, evaluation and decision making.

Online Application Platform

The NIB Trust Fund has engaged FluidReview to establish an on-line platform for applications, administration and evaluation. This platform was released on May 16, 2016 to the public, since its release, approximately 50% of the applicants have submitted their application using the online platform. This has reduced the data entry quite substantially for our team.

Please note that paper applications wait on average seven days before they receive an acknowledgement from NIB Trust Fund, due to the amount of applications we receive, the time it takes to data enter, and if the applicant has no email address it takes time for us to call them. For faster service, applicants are encouraged to use the online platform.

Communications

The NIB Trust Fund communications activities since April 1, 2016 have been very active. We have created a series of videos for our users, published a number of print media ads related to the individual call for applications and have

been monitoring the usage and visits to our website. Over a period of three weeks, NIB Trust Fund website received over 33,000 unique visitors; our communications material has increased the traffic to our website.

Strategic Planning

The NIB Trust Fund is in the midst of preparation for our strategic planning session where the trustees will review our mission, vision, and make decisions on our future plans and priorities. This is an important step in our development and success. We have engaged the services of Seven Feathers Consulting to assist us in this process, which will result in a long-term plan for the NIB Trust Fund.

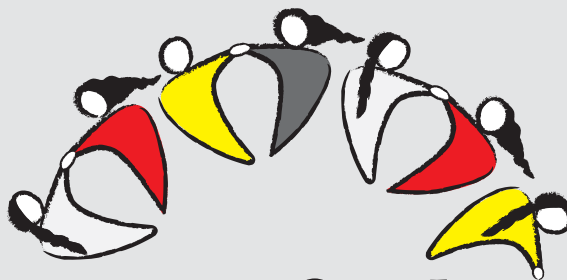
Investment Manager Search

The search for our investment manager continues and Morneau Shepell has been leading this process for us. We anticipate the search to be completed in the summer months and the NIBTF will be prepared to engage with an investment manager for their services shortly thereafter.

Staffing

NIB Trust has acquired Amsey Maracle as an Executive Assistant. Amsey is a Mohawk of the Bay of Quinte from the Tyendinaga Mohawk Territory in Ontario and Plains Cree from Muskeg Lake Cree Nation in Saskatchewan. She graduated from Georgian College with a Business Administration Diploma and has Bachelor of Business Administration (Honors) Degree from Laurentian University. She brings valuable experience from previous employment experiences and she assisted NIB Trust Fund with the completion of the first round of proposal submissions for groups/organizations and we are looking forward to having her as part of the NIBTF team.

NIB Trust Fund completed a recruitment and selection process for Summer Students. This resulted in hiring four summer students to assist us in the individual call for applications process.



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