



2024 - 2025

ANNUAL REPORT



TABLE OF CONTENTS

Presidents Message	01
Board of Directors	02
CEO Message	03
Strategic Plan Update	04
Mission, Vision & Values, and Model of Care	05
Operational Structure - Narrative	06
Operational Structure - Visual	07
Interprofessional Team Structure	08
Programs & Services	
At a Glance - Overview	10
ODE' (Heart)	11
INEDAMOWIN (Mind)	15
WIYAH (Body)	19
OJIIJAAK (Spirit)	25
Administration	
CLINIC OPERATIONS	31
INFORMATION SERVICES	32
FACILITIES	33
COMMUNICATIONS	34
HUMAN RESOURCES	35
FINANCE	37
AUDIT	39
The WNHAC Creation Story	43
History of the Bundle - Animki Bineshi	44

President's Message

Charlene Mandamin, WNHAC Board President



BOOZHOO! On behalf of the Board of Directors, I am excited to share the 2024-2025 Waasegiizhig Nanaandawe'iyewigamig Annual Report. I wish to thank our Board for their ongoing commitment and positive approach to supporting and encouraging all aspects of WNHAC's growth over the years. The unique knowledge brought by each member of our Board fosters diversity and guides us in inclusive decision-making that aligns with our shared vision and strategic directions.

I would also like to acknowledge our Interim CEO, Paul Derouard, who has stepped in to provide leadership for the organization, and all WNHAC employees for their contributions in ensuring our clients have access to community-based programs and services. Recognizing the various health needs and the distinct challenges faced by each of our individual communities, they remain committed to ensuring WNHAC clients receive the care that is needed, where it is needed – in their home communities.

WNHAC has overcome many challenges and obstacles along the way, always adapting to ensure ongoing services and remaining focused on improving the health and wellbeing of our community members. This was especially true during the 2024-2025 fiscal year, when major renovation was required at our Central Service Location, forcing the relocation of clinical services to alternate clinic sites in Kenora. 2024-2025 also saw the relocation of Waashkootsi Nanaandawe'iyewigamig (the Healing Lodge) from WNHAC's original site in Washagamis Bay First Nation. All Healing Lodge programs were paused while a new property was retrofitted to suit programming needs, including the construction of Teaching and Sweat Lodges.

After many years of discussion, planning, advocacy and submissions, WNHAC was granted approval for a new building in Kenora. Our board was fortunate to be involved in the January 2025 announcement that occurred on the building site. The public announcement and subsequent ground-breaking ceremony honored our traditions and culture, ensuring that the new building would be constructed in a good way. Our successes are achieved through the guidance of the Grandfather Teachings, our drums and sacred items, the teachings of our Elders, and by remaining grounded in Tradition.

In closing, I extend gratitude to our stakeholders and community partners, our clients and community members, and to all WNHAC employees. In the ongoing effort to realize our mission and vision, we all work together in navigating the ever evolving health landscape in our region.

Miigwech!



WNHAC Board of Directors

Current as of March 31, 2025

NAME	COMMUNITY or ORGANIZATION
Charlene Mandamin, President	Iskatewizaagegan Independent First Nation
Clayton Wetelainen, Vice-President	Wesawkwete - Zone 1
David J. Paul, Secretary/Treasurer	Northwest Angle #33 First Nation
Brenda Freel	Shoal Lake #40 First Nation
Dolores Sinclair	Washagamis Bay First Nation
Linda Copenace	Wauzhushk Onigum Nation
Leanne Cobiness	Niisaachewan Anishinaabe Nation
Angel Andrushuk	Animakee Wa Zhing #37
Chief Gary Tom	Naotkamegwanning First Nation
Jason Kejick	Asubpeeschoseewagong Netum Anishinabek
Marlene Elder	Ne-Chee Friendship Centre
Karen Cederwall	Kenora Metis Council
Jennifer Dreaver	Kenora Chiefs Advisory, Inc.
Chief Waylon Scott	Wabaseemoong Independent Nations

Chief Executive Officer (CEO) Message

Paul Derouard, Interim Chief Executive Officer

As Interim CEO of Waasegiizhig Nanaandawe'iyewigamig, I am honoured to share this message in our 2024–2025 Annual Report. The past year has been one of determination, renewal, and important milestones for our organization as we continue to walk alongside communities to improve and uphold Indigenous health and wellness.

One of our most significant accomplishments was in securing long-overdue funding to rehabilitate our Kenora Central Service Location (CSL) on 4th Avenue South. After more than a year and a half of focused advocacy to the Ministry of Health, we were able to complete an extensive renovation and welcome clinical services and some employees back into the revitalized space at the end of the fiscal year. This achievement marks not only a physical improvement but a renewal of our presence in a location that remains central to our mission.

We also received approval and additional funding to move forward with the long-anticipated development of a new health centre in downtown Kenora - a major step in building a future of integrated and culturally grounded care for our clients and communities.

This project has been years in the making and in January 2025, we gathered on the building site and announced that groundbreaking and construction would begin the Spring of 2025.

We are eager to continue engaging with partners, clients and employees as we bring this vision to life.

In addition, WNHAC played a key role as a core service provider in the implementation of the region's new Rural Generalist Physician Compensation Model. This initiative represents an important shift in how rural care is supported and delivered, and we are proud to contribute our expertise and services to its success.

While we celebrate these successes, we continue to face persistent challenges. Recruitment of health human resources remains a serious concern, especially in the areas of Registered Nurses (RNs), Registered Practical Nurses (RPNs), Physicians, and Dietitians. These shortages strain our ability to meet community needs and require creative, long-term solutions. Sustainable funding is another ongoing challenge. Much of our existing funding does not account for inflation, putting pressure on our capacity to maintain and grow services in a way that reflects community priorities and realities.

Looking ahead, we are excited to continue rolling out priorities outlined in our most recent Strategic Plan. In the coming fiscal year, we will focus on implementing tools to measure progress and tell our story through data-informed, community-driven success stories. These efforts will not only guide our work but also help us clearly demonstrate the impact of culturally safe and community-led primary care.

Thank you to our clients, community partners and employees for your continued trust and collaboration. Together, we remain committed to creating a strong, sustainable, and culturally rooted health care system for all our communities.

Miigwech!



WNHAC Strategic Plan Update

WNHAC's most recent strategic planning process began in late 2022, spanned several months with multiple planning phases. The final session was facilitated by Nawaska Consulting and occurred in June 2023 with a leadership team comprised of Elders, board members and WNHAC senior management.

The four directions, and related activities, that were identified for the 2023-26 Strategic Plan were:

1. Integrate traditional ways of life into all areas of WNHAC

- seasonal camps for staff, cultural learning opportunities for staff, Anishinaabemowin integrated into policy and HR practices

2. Enhance land-based healing to improve mino-bimaadiziwin

- seasonal camps for parents/caregivers and their children, funding for traditional knowledge keepers, land-based mental wellness conference in each community, medicine camps for adults going through treatment

3. Improve harm reduction supports for adults needing treatment

- harm reduction training for staff, explore capacity for more suboxone clinics and safe injection sites, advocacy for supportive housing in communities

4. Increase WNHAC visibility and engagement in communities

- mental health training for community-based workers, more outreach services in communities, map all WNHAC services and communicate out, strengthen relationships with partners and communities

The following is an update on successes and challenges at the end of Year 2 (2024,25):

2023 - 26 STRATEGIC PLAN 2024, 25 Year-End Update

INTEGRATE TRADITIONAL WAYS OF LIFE INTO ALL AREAS OF WNHAC

"Weaving traditions and the culture into everything we do"

- **Seasonal Camps for staff**
 - Staff attended ice fishing/harvesting event hosted by NFN
 - Culture Camp
- **Cultural Learning Opportunities for Staff**
 - Language classes initiated
 - Client opening and blessing for SH
 - Staff new journey feast opening
 - Client opening/blessing at SH client meetings
 - Tracking opportunities through BambooHR
 - Smudging the clinic space
 - Team sweats
 - Interprofessional team cultural teachings incorporated into each meeting
- **Anishinaabemowin (& Michif) Integrated into Policy & HR Practices**
 - **NO MOVEMENT**

ENHANCE LAND-BASED HEALING TO IMPROVE MINO-BIMAADIZIWIN

"Improving mental health and addressing addictions"

- **Seasonal Camps for Parents/Caregivers and their Children**
 - **NO MOVEMENT**
- **Funding for Traditional Knowledge Keepers**
 - Mino-Bimaadiziwin project funding
 - Monthly clinics
 - Monthly ceremony
 - Medicine camp
- **Land-Based Mental Wellness Conference in Each Community**
 - HP staff learning events
 - CHSW
- **Medicine Camps for Adults Going Through Treatment**
 - **NO MOVEMENT**

IMPROVE HARM REDUCTION SUPPORTS FOR ADULTS NEEDING TREATMENT

"Keeping people alive until they are ready for treatment"

- **Harm Reduction Training for Staff**
 - Naloxone training for staff
 - Education and supplies provided to clients
 - CATI training
- **Explore Capacity for More Suboxone Clinics and Safe Injection Sites**
 - Initiated work with AWZA to start a harm reduction clinic
 - Partnerships - external supports clients (suboxone/methadone)
- **Advocacy for Supportive Housing in Communities**
 - **NO MOVEMENT**

INCREASE WNHAC VISIBILITY AND ENGAGEMENT IN COMMUNITIES

"Building relationships so we can support people where they are"

- **Mental Health Training for Community Based Workers**
 - Three (3) mental health trainings
- **More Outreach Services in Community**
 - Outreach - new support space
 - HIV blitz, monitoring, education
- **Map All WNHAC Services and Communicate Out**
 - **NO MOVEMENT**
- **Strengthen Relationships with Partners and Communities**
 - PSS EHR in IIFN
 - Plan to move to Meti-tech expansion with ANHP
 - Neighborhood information package and gift sent from SH prior to move
 - SH open House
 - BBQs

MISSION

To foster healthy Indigenous people, families and communities through traditional and contemporary healthcare encompassing heart, mind, body, and spirit.

VISION

Healthy communities where we...

- have ownership and responsibility for our own healthcare;
- live a good life, and take personal responsibility for our own health;
- follow our ways of being and healing; and
- encourage and support our young to succeed.

VALUES

NIBWAAKAAWIN (Wisdom)

- the application of knowledge and experience gained through a lifelong process of listening and learning

ZAAGI'ITIWIN (Love)

- unconditional caring for each other

MANAJI'ITIWIN (Respect)

- valuing equally and treating all of creation with dignity and love; must be given to be received

ZOONGIDWIN (Bravery)

- doing the right thing with a fearless heart, even when it feels risky

GWEKAWAATIZIWIN (Honesty)

- being transparent and dependable; saying what we mean and doing what we say

DEBASENDISOWIN (Humility)

- knowing that none of us is more important or valuable than anyone else

DEBWEWIN (Truth)

- perception based on fact, evidence and experience

MODEL OF CARE

Our model is first and foremost about relationship.

We are committed to working with people to reach their health and wellness goals.



Entry into the circle of care can occur from any point. Helpers may have areas of focus or specialty, but each sees that as part of a whole that must be considered as specific issues are addressed.

This model attaches people to a team of helpers rather than an individual doctor or nurse practitioner.

Most significantly, the model offers a culturally safe environment that respects traditional values and embraces a person's unique needs in the context of their family and community.

Operational Structure

WNHAC's management and operational structures reflect and support a wholistic, team-based approach, and use processes that are inclusive, participatory, and consensus-based. To the greatest extent possible, WNHAC's structure and operations are informed by Indigenous ways of knowing and doing.

Historically, there was one 'management team' comprised of the Executive Director and Managers from the areas of Finance, Human Resources, and Programs and Services. This group focused on the overall management of the organization, while Team Leads were responsible for the supervision of front-line employees from each of the different service areas.

Early in 2023, in response to WNHAC's significant growth, a new structure was developed to improve the overall operation of the organization. The goal was to effectively distribute management responsibility to better support the interprofessional team-based model of care. The new structure now includes 3 levels of leadership - Executive Leadership, Senior Leadership, and Operational Management - each with their own areas of responsibility.

Executive Leadership

The Executive Leadership (EL) Team consists of the Chief Executive Officer (CEO), the Chief Administrative Officer (CAO), the Chief Operating Officer (COO), and an Executive Coordinator.

The work of the EL Team is to ensure the organization has the information and resources needed to fulfil its mission, vision and strategic directions.

They develop, monitor and ensure clear systems, policies and processes are in place to guide all service and administrative practices, and to support effective working relationships and accountability to stakeholders. They delegate authority and prescribe limitations within which Senior Leadership must implement and evaluate all WNHAC programs and projects.

Executive Leadership is accountable to the Board of Directors through the Chief Executive Officer.

Senior Leadership

The Senior Leadership (SL) Team includes the Directors of Human Resources, Information Services, Health Promotion, Clinical Services, Support Services, Healing Services, Clinic Operations, and an Administrative Coordinator. The CAO and COO also work closely with Senior Leadership to provide ongoing support and direction.

The work of the SL Team is in the *design* of programs, projects and systems that will achieve results to fulfil WNHAC's mission, vision and strategic directions.

They ensure achievement of outcomes by developing and carrying out a clear and comprehensive workplan that identifies goals and objectives aligned with strategic directions and operational priorities.

Senior Leadership is accountable to the CEO through Executive Leadership.

Operational Management

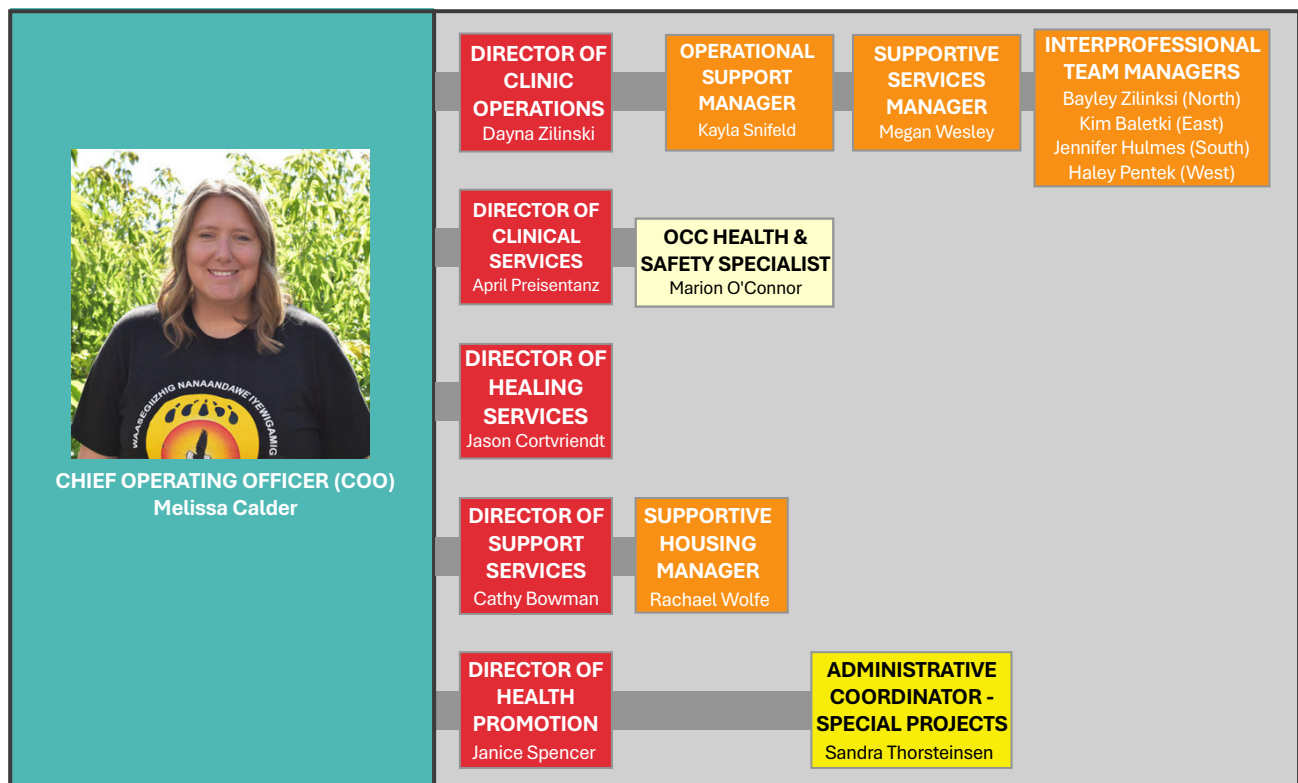
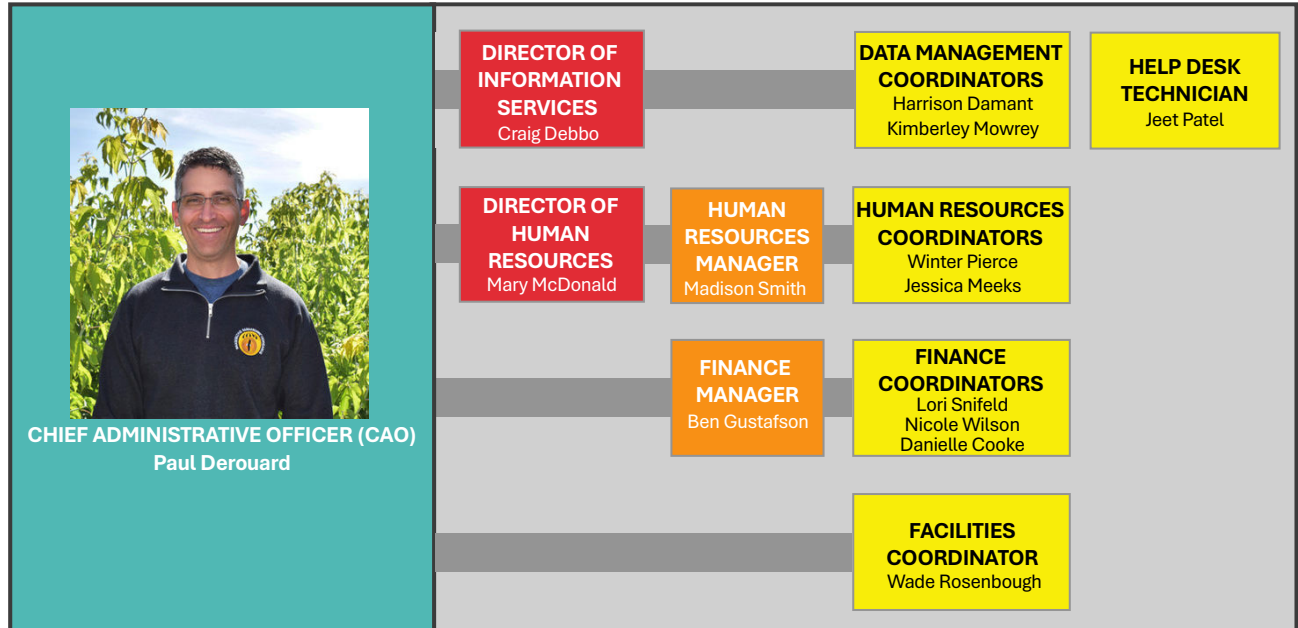
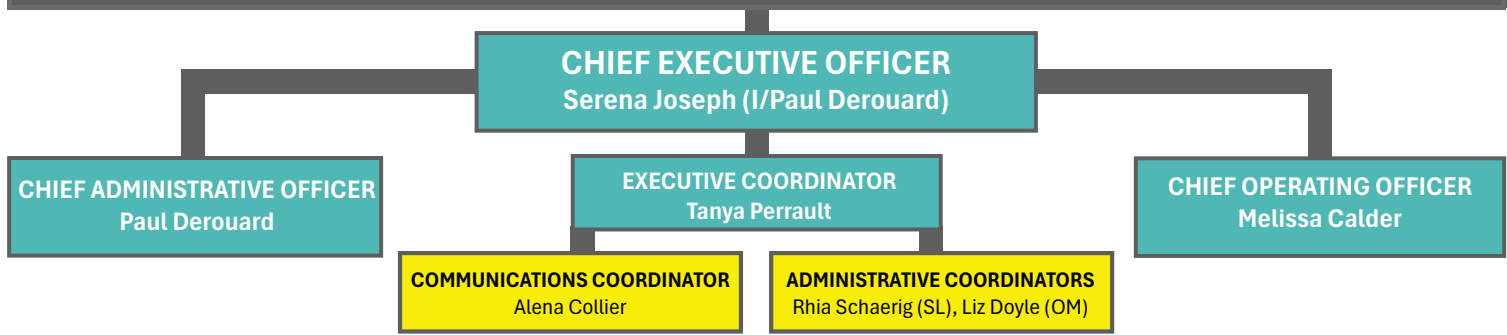
The Operational Management (OM) Team includes the Interprofessional Team Managers, the Managers of Finance, Human Resources, Supportive Housing, Supportive Services, Operational Support, and an Administrative Coordinator.

The work of the OM team is in the *implementation* of programs, projects and systems that will achieve the results required to fulfil WNHAC's mission, vision and strategic directions.

They provide supervision and support for front-line and departmental employees to ensure that all WNHAC programs, services and operational priorities move towards measurable achievement of the goals and objectives identified in the comprehensive workplans.

Operational Management is accountable to the Senior Leadership Team.

WNHAC BOARD OF DIRECTORS



WNHAC INTERPROFESSIONAL TEAMS

Giiwedining

NAN, WIN, MNS



Bayley Zilinski

IPTM, Team North

Diabetes Footcare
Nurse

Clinic Nurse Care
Coordinator

Nurse Practitioner

Midwife

Health Promoter

Emotional
Wellness Therapist

Emotional
Wellness
Counselor

Cultural Healing
Support Worker

Facilitator

Cultural
Coordinator

Waabanong

ANA, WON, Dryden, MSFN, WFN, WLON



Kim Baletki

IPTM, Team East

Diabetes Footcare
Nurse

Diabetes Nurse

Clinic Nurse Care
Coordinator

Nurse Practitioner

Midwife

Health Promoter

Dental Hygienist

Emotional
Wellness Therapist

Emotional
Wellness
Counselor

Support Worker

Cultural
Coordinator

Transition
Facilitator

Zhaawanong

NFN, NWA33, AWZ37



Jennifer Hulmes

IPTM, Team South

Diabetes Nurse

Primary Care Nurse

Community Health
Nurse

Nurse Practitioner

Physician

Dental Hygienist

Dental Assistant

Health Promoter

Cultural
Coordinator

Emotional
Wellness Therapist

Emotional
Wellness
Counselor

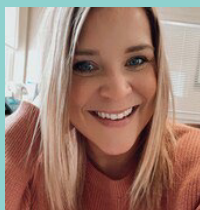
Cultural Healing
Support Worker

Transition
Facilitator

Personal Support
Worker

Niingaabii'anong & Urban

IIFN, SL40, WBFN, Kenora Urban



Haley Pentek

IPTM, Team West

Diabetes Dietitian

Diabetes Footcare
Nurse

Chiropodist

Nurse Practitioner

Physician

Crisis Mobile
Response Nurse

Primary Care Nurse

Pharmacist

Phlebotomist

Midwife

Health Promoter

Emotional
Wellness Therapist

Emotional Wellness
Counselor

Cultural Healing
Support Worker

Cultural
Coordinator

The Interprofessional Team visual provides additional information on WNHAC's Directional Teams, including their Managers (IPTM's), communities included in their directional area, as well as the different WNHAC services that are available in each.

The IPTM provides direct supervision and coordination of the client centered team - the service providers - and is responsible for ensuring services are scheduled and regularly delivered in their associated communities.

PROGRAMS & SERVICES

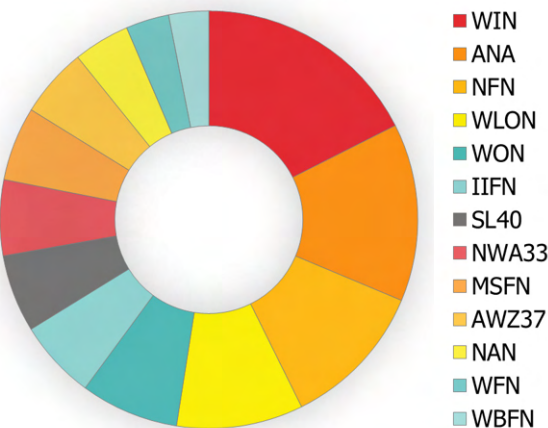


AT A GLANCE - OVERVIEW

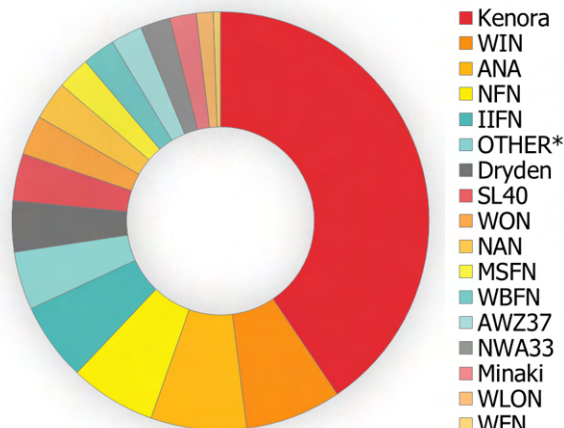
Organization Wide

Active Clients	4523
Total Encounters	29524
Total Group Sessions	2074

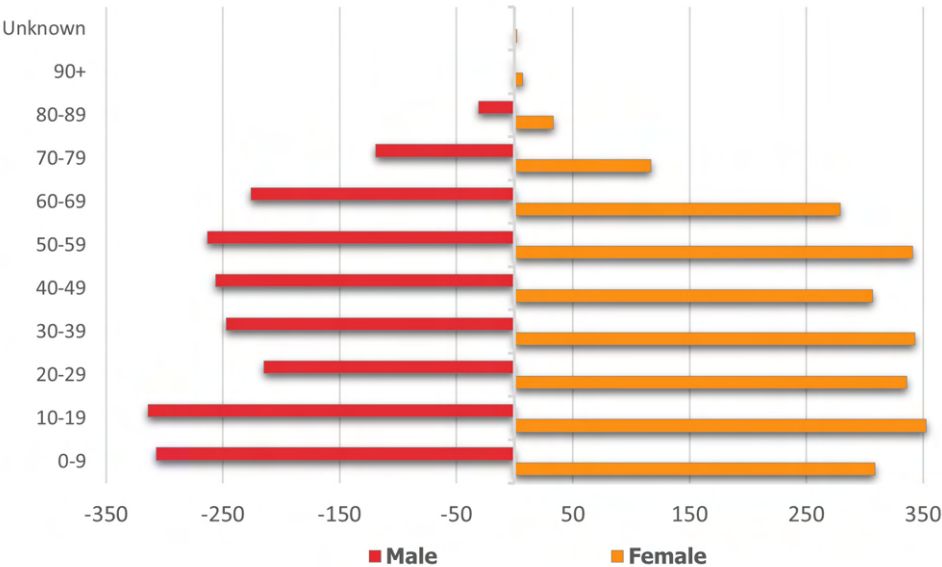
Community Populations



Active Clients by Community



Age & Gender of Active Clients



LOCATIONS USED THROUGHOUT REPORT

- WIN - Wabaseemoong Independent Nations
- ANA - Asubpeeschoseewagong Netum Anishinabek
- NFN - Naotkamegwaning First Nation
- IIFN - Iskatewizaagegan Independent First Nation
- SL40 - Shoal Lake 40
- WON - Wauzhushk Onigum Nation
- NAN - Niisaachewan Anishinaabe Nation
- AWZ37 - Animakee Wa Zhing 37
- NWA33 - Northwest Angle 33
- WBFN - Washagamis Bay First Nation
- MSFN - Migisi Sahgaigan First Nation
- WLON - Wabigoon Lake Ojibway Nation
- WFN - Wabauskang First Nation
- KEN - Kenora
- DRY - Dryden
- MNS - Minaki Nursing Station
- Urban Outreach - Kenora Urban Outreach Clinic
- Kenora CSL - Kenora Central Service Location
- WNHAC SH - WNHAC Supportive Housing
- OTHER* - unknown OR non-WNHAC Community

ODE' (Heart) - SUPPORT SERVICES

Cathy Bowman, Director of Support Services



WNHAC's Support Services welcomes individuals into a circle of care that respects and sees each person as a whole being - heart, mind, body, and spirit - with unique stories and strengths. Through culturally grounded programming and wraparound supports, our programs offer a place of belonging, where people are reminded that they are not alone, they are valued, and they are on a sacred path of healing.

In many Indigenous teachings, the heart is not just a physical space but a sacred center where emotions, relationships and inner knowing reside. It is a place of deep learning, of turning inward to heal and understand one's journey. Each of our programs are rooted in compassion, dignity and connection. Together, they foster a sense of belonging, healing and hope.

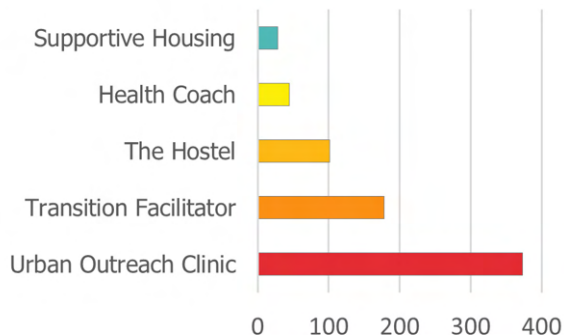
Over the past year, our Supportive Housing Program - Kiwiigiwaminan - moved into its newly constructed, 30-unit building on Ninth Street North in Kenora. Kiwiigiwaminan residents continue to settle in and are utilizing support services to make strides in their health and wellness.

The Urban Outreach Clinic obtained a second larger space in Kenora Market Square that allowed us to increase access to services for the vulnerable and unhoused population in downtown Kenora. We were also fortunate to receive specialized funding for the introduction of an HIV/HepC initiative that promotes education, monitoring and treatment of blood borne infections.

Shaawanobinesiik Gibichii'igamig (the Hostel), years after being displaced from LWDH during COVID and operating from various non-permanent hotel locations, secured a 6-bedroom house in Kenora. The new home-like environment with an on-site staff presence promotes a sense of comfort and improves client engagement and access to other WNHAC programs and services.

In the coming year, we hope to increase community engagement and collaboration within all Support Services programs to widen our ability to provide our clients with beneficial programming and meaningful activities. We would also like to see the Supportive Housing and Hostel facilities retrofitted to improve accessibility for clients who may have limited mobility.

Client Access to Support Services Programs



ODE' (Heart) - Programs & Services

KIWIIGIWAMINAN SUPPORTIVE HOUSING

Kiwiigiwaminan is more than just a place to sleep - it is a home and support to people navigating complex challenges like homelessness, mental health or addiction issues, and other chronic health conditions. We not only provide shelter but stability, community and healing.

With 24-hour staff presence on site, occupants are assured safety and support any time of day. Our team is grounded in compassion, understanding, and trauma informed care, offering a wide range of client supports.

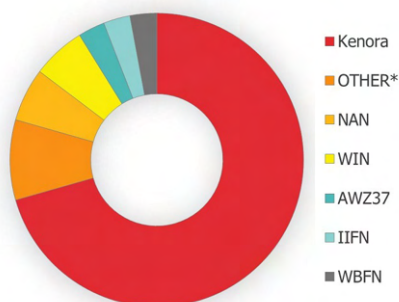


HEALTH COACH

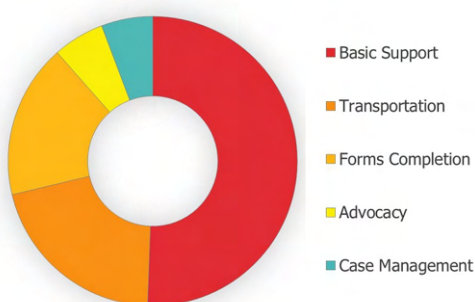
A Health Coach is located at Kiwiigiwaminan and works in conjunction with clinical providers and health promoters to connect clients with health and social services that will result in improved health outcomes.

Our Health Coach can provide client advocacy and system navigation, assist with forms completion and appointment coordination - including local transportation to and from appointments.

Health Coach
Clients by Community



Health Coach
Top 5 Reason for Visit/Service



SHAAWANOBINESIIK GIBICHII'IGAMIG (the Hostel)

The Hostel offers affordable, home-like accommodation and supports for individuals who require access to healthcare in Kenora. Accommodations include private or shared rooms, a lounge area, a kitchen, and laundry.

Services are available 24-hours a day for clients who are scheduled for early morning appointments or have been discharged from hospital and are unable to return home the same day. Authorized travel escorts, relatives of seriously ill family members, and parents or guardians of children receiving care are also welcome at the Hostel.

Hostel Utilization by Month



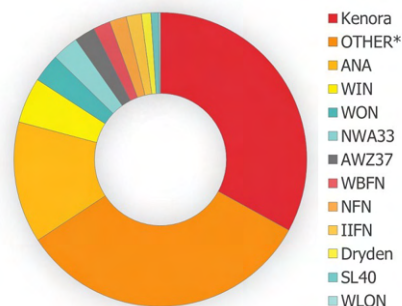
ODE' (Heart) - Programs & Services

TRANSITION FACILITATORS

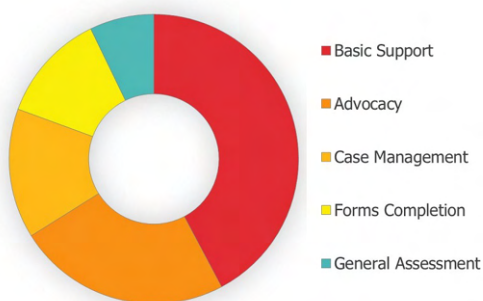
Transition Facilitators support people in their healthcare journey by facilitating transitions between various levels of care and work to integrate health and social support services. Their goal is to improve health outcomes by ensuring equitable access and high quality, culturally safe care.

They also address the system level challenges around transitions in care and bridge gaps between traditional and western approaches to health and healing.

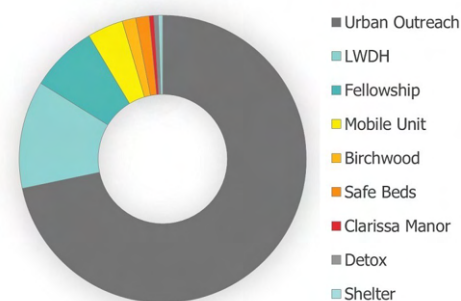
Clients by Community



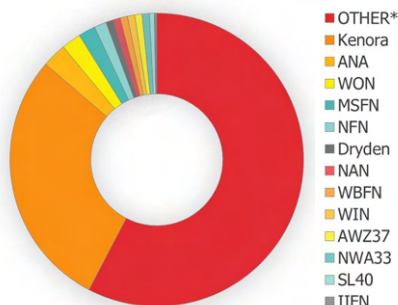
Top 5 Reason for Visit/Service



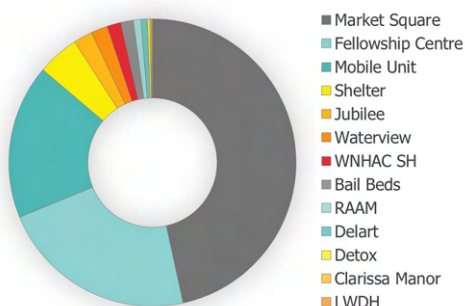
Encounters by Location



Clients by Community



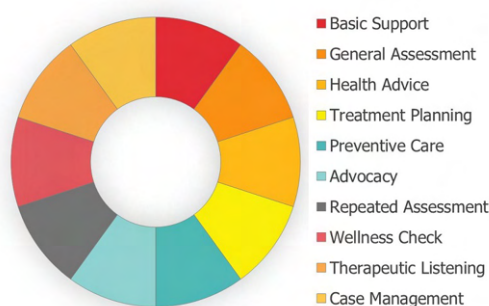
Encounters by Location



URBAN OUTREACH CLINIC

WNHAC began operating the Urban Outreach Clinic in downtown Kenora as a way to increase accessibility for vulnerable populations, especially those who are unhoused, those who use drugs, individuals seeking harm reduction services, and those navigating systemic barriers.

Top 10 Reason for Visit/Service





INENDAMOWIN (Mind) - HEALTH PROMOTION

Janice Spencer, Director of Health Promotion



The Health Promotion Programs at WNHAC foster *mino-bimaadiziwin* by empowering a wholistic, community-driven approach to health and wellbeing across all stages of life. Our various programs and services provide education and prevention services that cover a broad range of health topics designed to meet the diverse needs of our community members.

Our Health Promotion Team is committed to ensuring that everyone is an active participant in their overall healthcare journey by providing access to both traditional and western approaches. We deliver education and prevention services through workshops, presentations, teachings and focused one-on-one interactions.

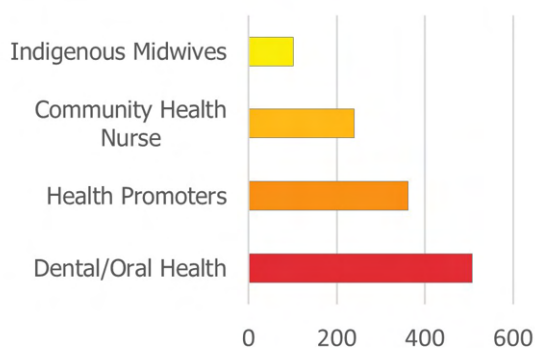
Over the past year, our relationship with community partners continued to strengthen client engagement and connections. Through collaborative planning sessions, we were able to tailor programs to meet the unique needs of each community. In fostering these partnerships and leveraging each other's strengths, we were able to reach and engage with more people.

The Community Wiisookodadidaa Circle - our Client Advisory Committee - played an integral role in shaping the client experience at WNHAC. The Circle has refreshed the Client Rights and Responsibilities document to ensure it remains relevant and client centred. Additionally, they played a key role in developing WNHAC's Client Satisfaction Survey, which helps us better understand and respond to client needs.

We have seen an overwhelming demand for Health Promotion information and programming, both from our communities as well as our urban partners. While we are energized by this growing interest and are eager to meet these requests, we do face some limitations in human resources and funding. To address this, we continually engage with our interprofessional teams and revisit program workplans to ensure we are offering a diverse range of services that meet client needs while remaining aligned with our strategic directions.

In the coming year, we are committed to transforming the way we approach Health Promotion. We will incorporate strength-based approaches that revitalize Indigenous ways of knowing and being. Recognizing that movement and deep connections to the land are essential to overall health and wellbeing, our focus will also expand to include more land-based and interactive engagement sessions.

Client Access to Health Promotion Programs



INENDAMOWIN (Mind) - Programs & Services

HEALTH PROMOTERS/EDUCATORS

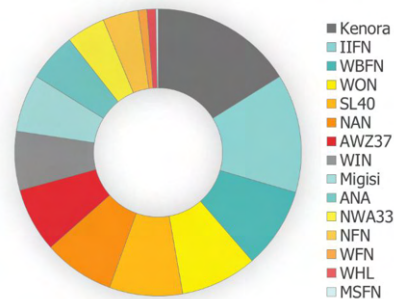
Our team of Health Promoters encourage and promote mino-bimaadiziwin through wholistic education and group learning opportunities. The inclusion of traditional and cultural activities such as sewing, crafting and land based learning remains a valuable opportunity to connect with our clients and community members.

Education and learning topics of focus include FASD and Child Nutrition, Health Eating and Active Living (HEAL), Oral Health, Diabetes Awareness, HIV/AIDS and HepC Awareness, Sexual Health, Harm Reduction, Smoking and Nicotine Cessation, and Cultural Activities.

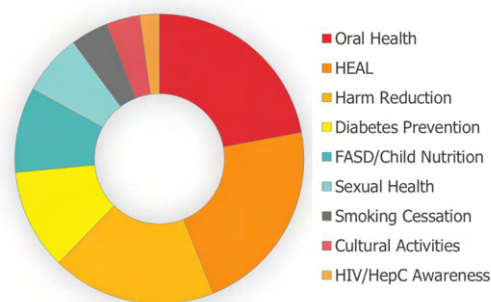
Health Promotion Group Sessions

Total Group Sessions	362
Total Participants	10,071

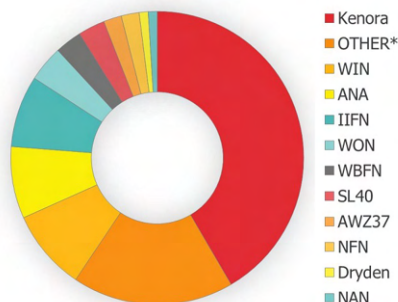
Group Sessions by Location



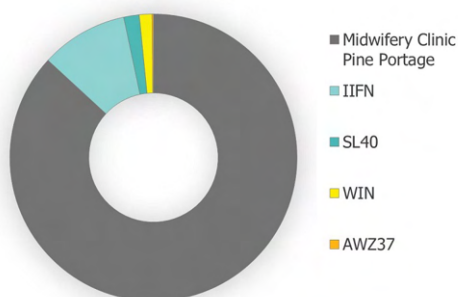
Group Sessions by Topic



Clients by Community



Encounters by Location

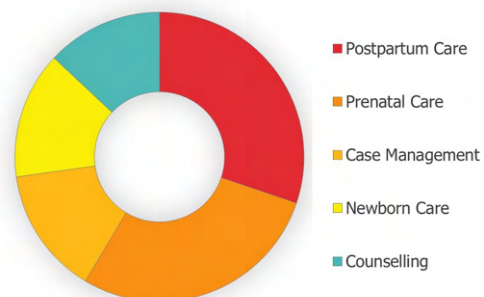


INDIGENOUS MIDWIFERY PROGRAM

Registered Midwives (RM) provide wholistic primary care for moms and their babies, from pre-conception through pregnancy and the post partum period - including support for infant loss.

Midwifery care includes breastfeeding support, immunizations, reproductive health education, birth control and STBBI testing. Our Midwives also deliver community education on various maternal health topics including Moontime teachings and Menopause group sessions.

Top 5 Reason for Visit/Service



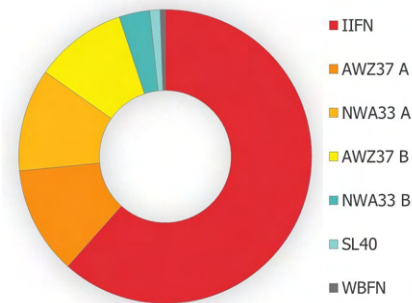
INENDAMOWIN (Mind) - Programs & Services

COMMUNITY HEALTH NURSING

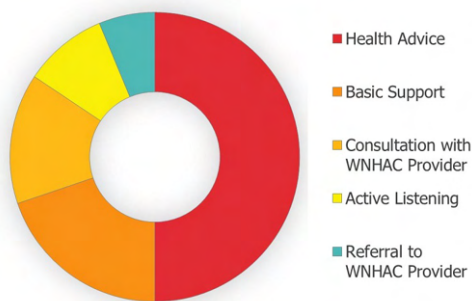
A Registered Nurse (RN) delivers preventative community based nursing and health programs, and establishes connections with other primary care and social service providers.

The Community Health Nurse (CHN) provides routine immunizations, well children and baby clinics, communicable disease notifications and case management, as well as health promotion and education across the community.

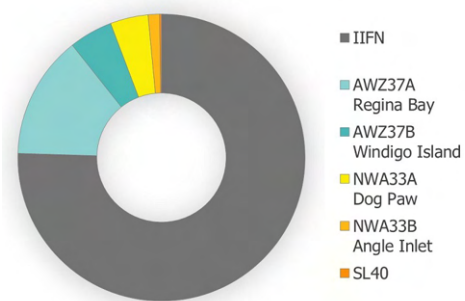
Clients by Community



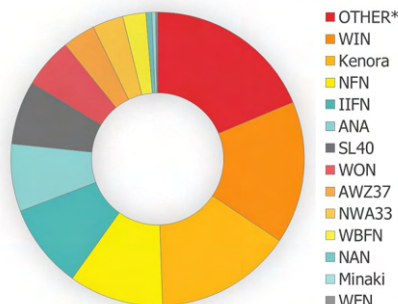
Top 5 Reason for Visit/Service



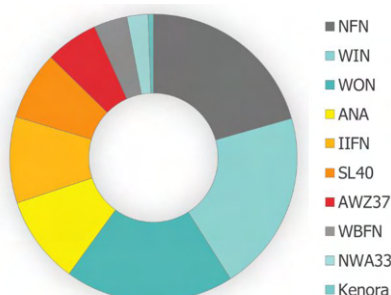
Encounters by Location



Clients by Community



Encounters by Location

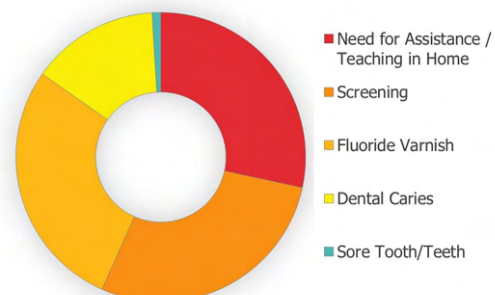


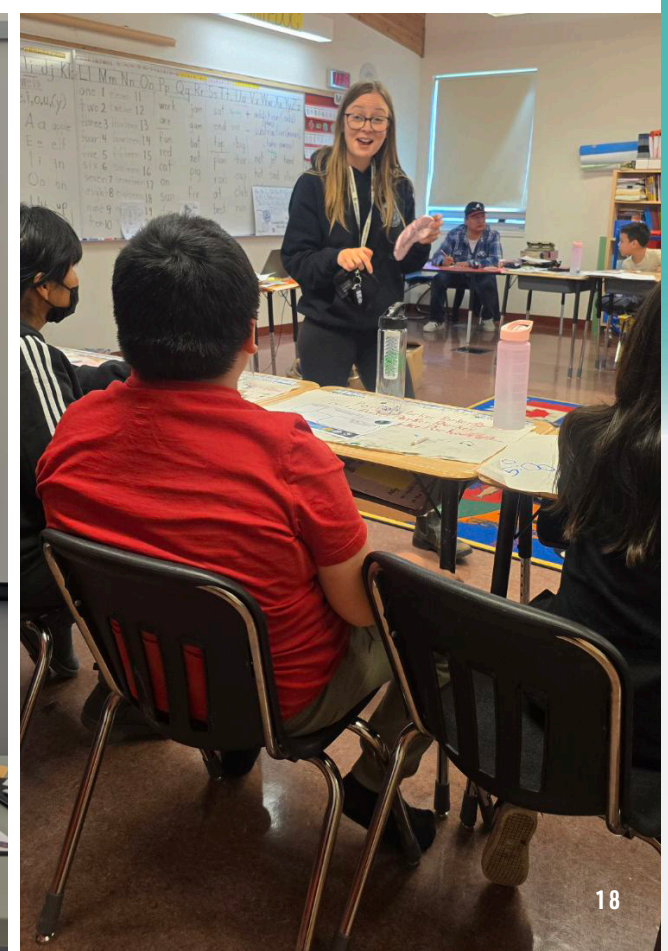
ORAL HEALTH SERVICES

Registered Dental Hygienists (RDH) provide dental hygiene treatment and services designed to improve oral health outcomes for children living in community. With an emphasis on prevention and minimally invasive care, COHI aims to reduce the need for surgical dental treatment.

Services include oral health education and dental screening, sealants, fluoride varnish applications and temporary fillings.

Top 10 Reason for Visit/Service





WIIYAH (Body) - CLINICAL SERVICES

April Priesentanz, Director of Clinical Services



WNHAC's Clinical Services deliver a broad range of primary healthcare that addresses all aspects of a client's life. At the heart of our approach is the commitment to deliver culturally safe and wholistic healthcare where it's needed most - in our First Nation communities. We also ensure access to service for the Urban Indigenous and Metis populations through the Central Service Location and Urban Outreach Clinic in Kenora.

We practice an interprofessional team based approach that prioritizes collaborative and comprehensive care. We work closely with clients to address acute and episodic issues and support long term chronic disease management to help improve overall health outcomes. By addressing physical health in a wholistic way, we ensure that our clients receive care that is responsive to their needs.

Over the past year, we streamlined services to improve primary care efficiency by evaluating the allocation of clinical resources to ensure effective utilization of our current healthcare providers. As a result of this evaluation, we shifted certain roles in and out of community, re-evaluated our urban points of service, and refocused our efforts to meet the primary care needs of our community members.

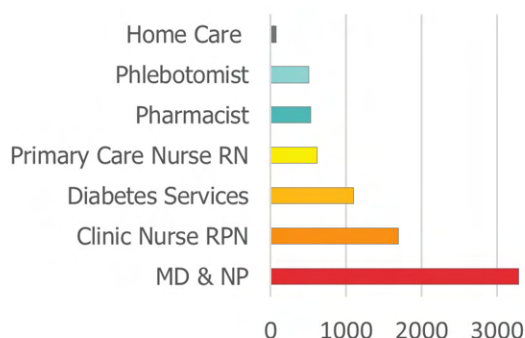
We also took a significant step to increase clinical service capacity by adding a Phlebotomist to our primary care team. The Phlebotomist's specialized blood draw skills improve client access to lab services and reduces wait time for diagnostic testing. The addition of this role offloads blood collection duties from our Clinic Nurses, allowing them to provide more direct client care.

The Central Service Location - our main Kenora clinic - was forced to close during an extensive renovation. Clinical Services relocated to 2 different sites in Kenora, with Primary Care at the Paterson Clinic, and Clinic Nurse and Diabetes Services at the Bannister Centre. While we continued to maintain delivery of services, working from separate clinics made it difficult to best fulfil our interprofessional team based model of care.

Recruitment and retention of healthcare providers remains an ongoing challenge due to workforce shortage and local competition for talent. These shortages leave us with long term vacancies and the need for cross coverage of roles within the organization. Despite the challenge, we continue to find creative ways to ensure our clients' needs are met with high quality clinical services.

In the coming year, we aim to further support the client healthcare journey through collaborative program development that addresses the top health issues and diagnoses. We will also integrate compassionate, non-judgmental, trauma-informed harm reduction into frontline healthcare by ensuring our clinicians are provided with learning opportunities to better understand the needs of the vulnerable populations.

Client Access to Clinical Services



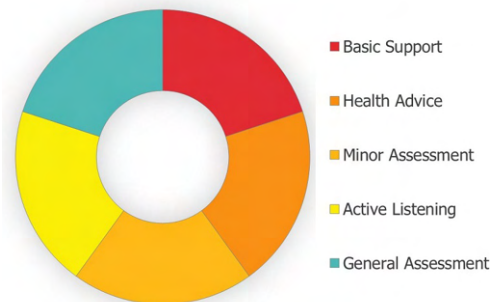
WIIYAH (Body) - Programs & Services

HOME AND COMMUNITY CARE

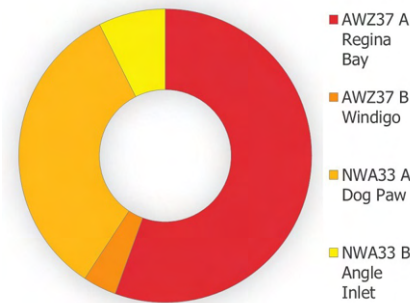
WNHAC provides Home Care Services in 2 First Nation communities, with 4 points of service. A Home Care Nurse (HCN) is an RN who provides primary healthcare services in the client's home environment following discharge from hospital or other care facility.

A Personal Support Worker (PSW) works alongside the HCN to provide supportive care to clients in the home environment. They assist with personal care, ambulation, transfer and positioning, and meal preparation and feeding.

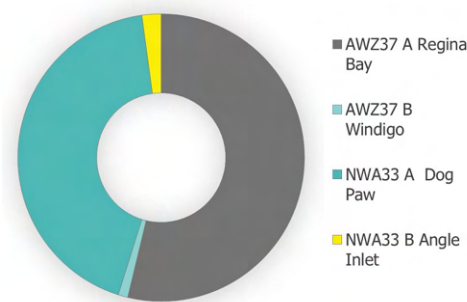
Top 5 Reason for Visit/Service



Clients by Community



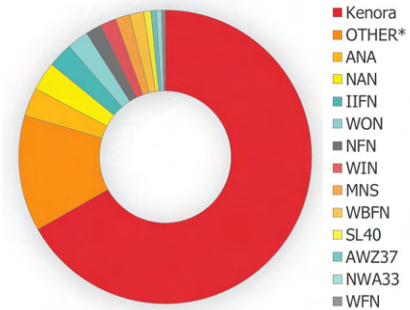
Encounters by Location



PHLEBOTOMIST

A Phlebotomist is trained to draw blood samples from clients for laboratory testing. Their specialized skills improve client access to lab services and reduces wait time for diagnostic testing. They provide venipuncture services from our Central Service Location in Kenora.

Clients by Community



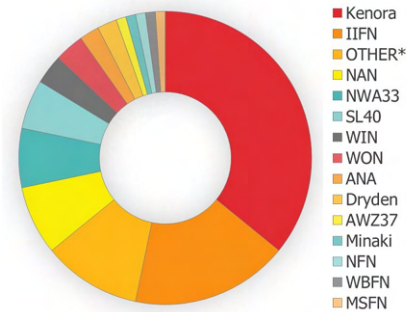
WIIYAH (Body) - Programs & Services

PHARMACIST

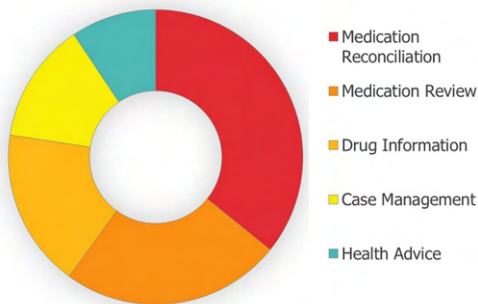
We are fortunate to have a Pharmacist on our team who provides consultation to team members with respect to the use of any type of medication used as part of a client treatment plan, both prescribed and over the counter.

They also complete client medication reviews and participate in various health programs and health promotion activities to provide advice and education.

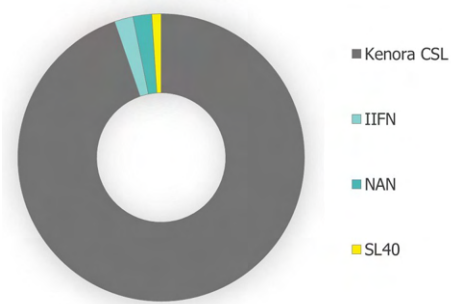
Clients by Community



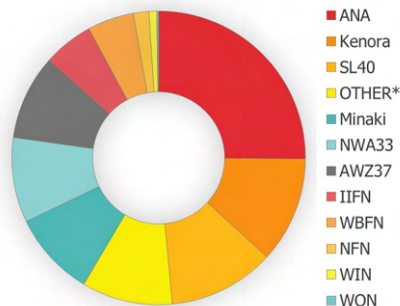
Top 5 Reason for Visit/Service



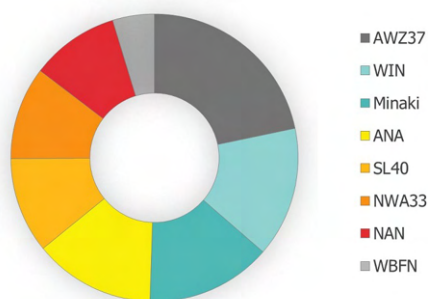
Encounters by Location



Clients by Community



Encounters by Location

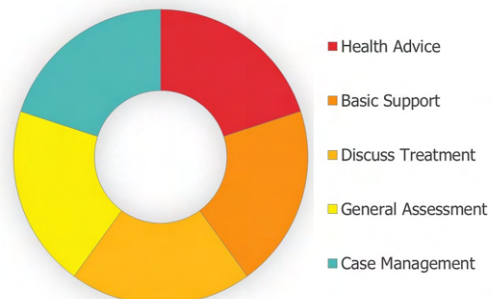


PRIMARY CARE NURSE, CARE COORDINATOR

Primary Care Nurses (PCNs) are Registered Nurses (RN) who deliver primary care services and/or programming in our First Nation community settings, with a strong emphasis on health promotion and prevention.

They provide direct client care, coordination of other services and provide support to the Physician and Nurse Practitioner primary care providers.

Top 5 Reason for Visit/Service



WIIYAH (Body) - Programs & Services

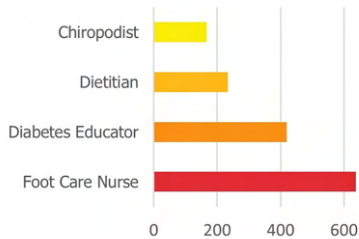
DIABETES SERVICES

Registered Nurses (RN) and Registered Dietitians (RD) are Certified Diabetes Educators (CDEs) who provide assessment and monitoring, education, and support to clients who are living with, or at risk of, diabetes, including expectant mothers with gestational diabetes.

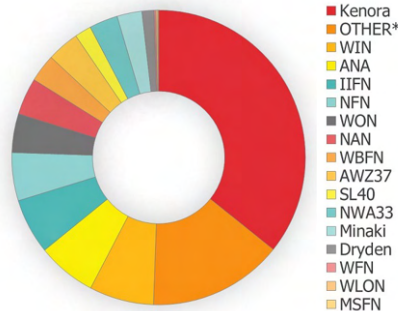
Diabetes Foot Care Nurses (FCNs) are Registered Practical Nurses (RPNs) who are trained to deliver basic and advanced footcare services with education aimed at reducing the risk of diabetes related complications.

A Chiropodist provides specialized footcare services including assessment, diagnosis and treatment of diseases and disorders of the foot and ankle, including complex wound care and debridement, offloading, minor nail surgery and the creation of custom orthotics.

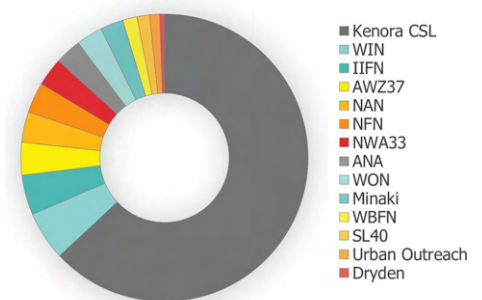
Client Access to Diabetes Services



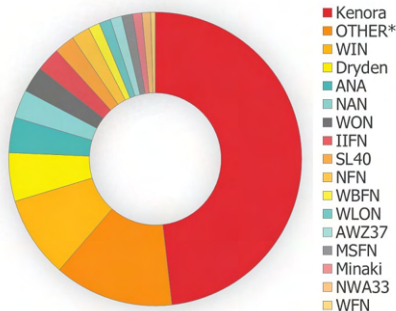
Clients by Community



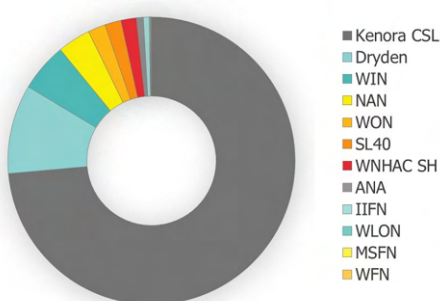
Encounters by Location



Clients by Community



Encounters by Location

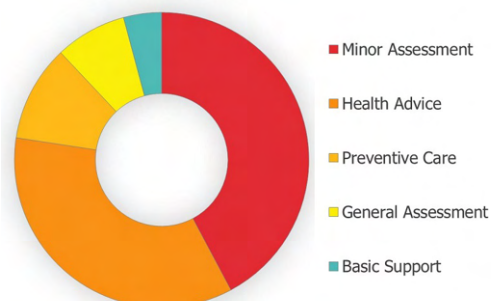


CLINIC NURSE, CARE COORDINATOR

Clinic Nurse Care Coordinators (CNCCs) are RPNs who delivery primary care services in our urban clinic settings, with a strong emphasis on wound care, immunizations and chronic disease support.

They provide direct client care and coordination of other services - specifically HIV/AIDS and HepC care measures in our Urban Outreach Clinic in downtown Kenora.

Top 5 Reason for Visit/Service



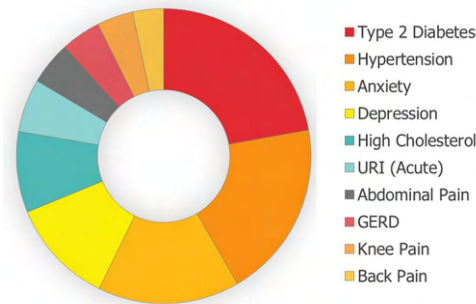
WIIYAH (Body) - Programs & Services

PRIMARY CARE PHYSICIANS & NURSE PRACTITIONERS

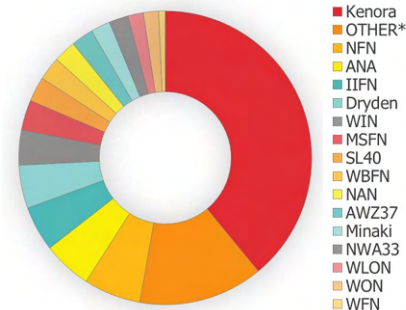
WNHAC MDs and NPs provide comprehensive health care services including assessment, diagnosis and treatment.

They help our community members achieve and maintain optimal health, from managing acute illness to supporting chronic disease management.

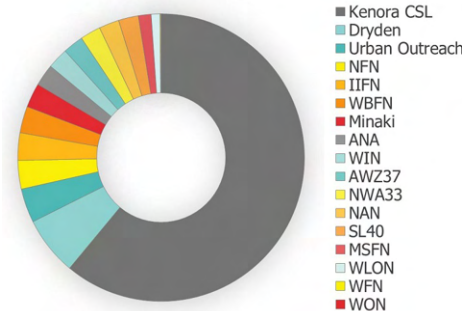
Top 10 Reason for Visit/Service



Clients by Community



Encounters by Location





OJIIJAAK (Spirit) - HEALING SERVICES

Jason Cortvriendt, Director of Healing Services



WNHAC's Healing Services programs offer support to individuals in their healing journeys by ensuring they can explore a variety of healing practices. Through the balance of traditional and contemporary services, we strive to address the whole person - heart, mind, body and spirit - and empower them to live healthier, more fulfilling lives.

Rooted in Anishinaabe traditions, Healing Services incorporates land-based teachings, traditional ceremonies and cultural practices alongside contemporary counselling and support services. The programs are designed to help people heal from personal and intergenerational trauma while fostering overall wellbeing that aligns with mino-bimaadiziwin - living a good life.

The Agichi'gizhigoonsag Youth Program hosted a 7-day Wiigwas Ciiman (birch bark canoe) workshop in the summer of 2024. Held in collaboration with the Treaty #3 Police Service Youth in Policing Initiative, the workshop was facilitated by master craftsman Darren Lentz. The youth celebrated with a maiden voyage in the canoe they crafted from start to finish.

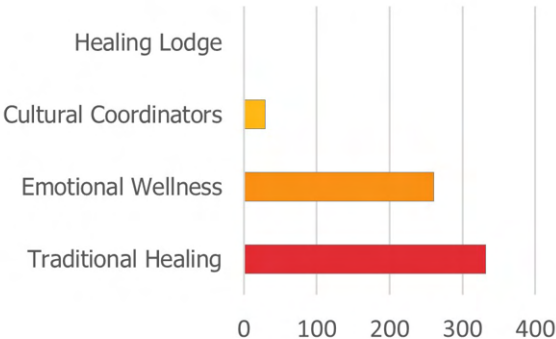
Most recently, the Youth Program began hosting cultural events at the new Hidden Trail site in partnership with the Beaver Brae 4 Directions Program. Events have included Skaabe Teachings, Sweatlodge protocols, and a Youth Sweatlodge Ceremony. This partnership has also created a "Pow Wow Club" that seeks to engage youth in traditional teachings and encourage entry to the dancing circle.

2024 also saw the completion of a 4-year Lakehead University research project - The Mino-Bimaadiziwin Project. The aim of this project was to evaluate and document how traditional healing practices impact attitudes, behavior and knowledge related to cancer prevention. The research team interviewed and documented findings from individuals who participated in traditional healing clinics and annual medicine camps. We anticipate the results of the project to be reported within the next year.

Waashkootsi Nanaandawe'iyewigamig (the Healing Lodge) relocated from Washagamis Bay First Nation, the original site of WNHAC, to a property on Hidden Trail Road in the fall of 2024. The move presented significant challenges and ultimately led to the restructuring of all Healing Services programs and practices. The Waashkootsi program paused activities and operations during this time to ensure employees had time to settle into their new surroundings and, with the help of volunteers, re-construct a Sweatlodge and Teaching Lodge in the new location.

We are very excited to further explore the 44 acres of the new Healing Lodge site and begin to develop and design the future land-based seasonal camps and walking trails. The Hidden Trail site will continue to be an ongoing project as we work on accommodating the Traditional Medicine Clinic and other Traditional Healing Ceremonies, the Walk and Talk Therapy Program, and developing space to run Waashkootsi day programming.

Client Access to Healing Services



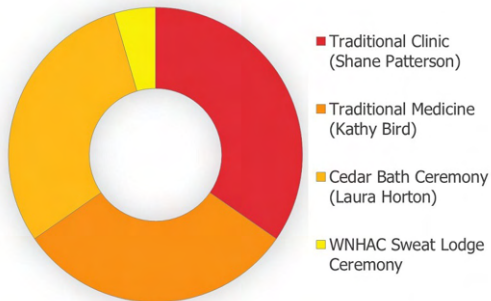
OJIIJAAK (Spirit) - Programs & Services

TRADITIONAL HEALING

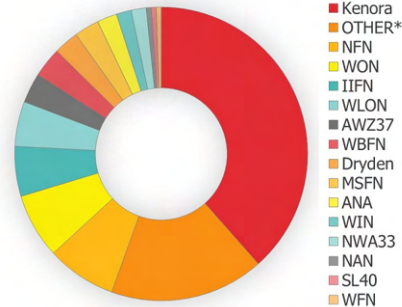
Regular Traditional Healing Clinics are offered to our clients and community members with access to visiting healers and practitioners.

Some of the healing practices include Traditional Medicine Clinics, Cedar Bath Ceremony, and Eagle Bone Extraction Ceremony.

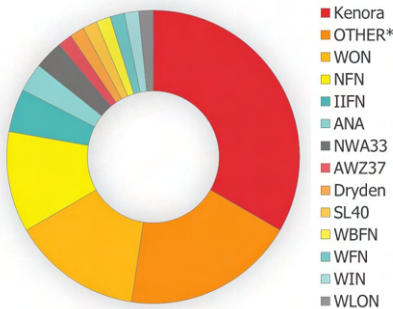
Client Access to Traditional Healing



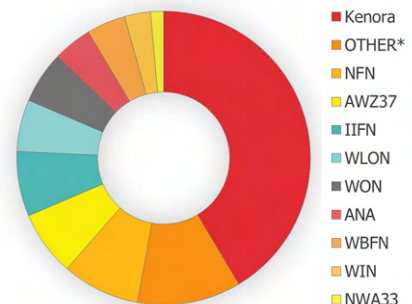
Clients by Community



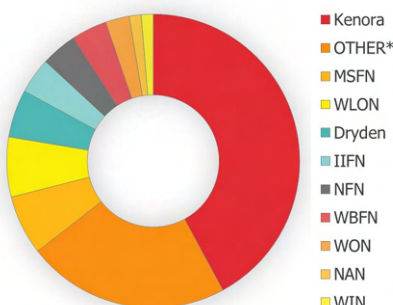
Traditional Clinics with Shane Patterson - Clients by Community



Traditional Medicine Clinics with Kathy Bird - Clients by Community



Cedar Bath Ceremony with Laura Horton - Clients by Community



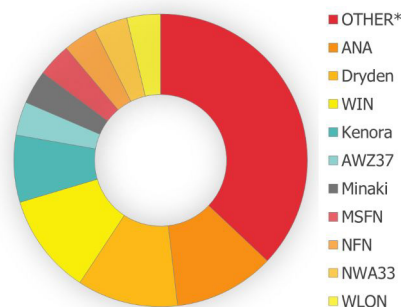
OJIIJAAK (Spirit) - Programs & Services

CULTURAL COORDINATORS

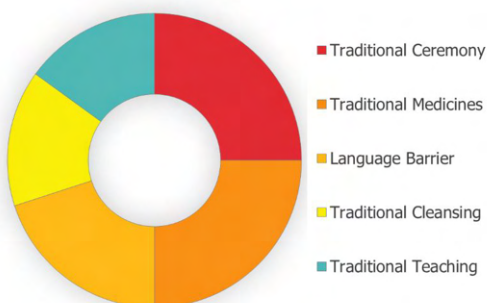
Our team of Cultural Coordinators bring a balance to traditional and contemporary healthcare by organizing activities and connecting clients with Elders, Healers and Cultural Resources.

Cultural Coordinators work collaboratively to provide client access to Traditional Healing and other Ceremonies and Land-Based Healing practices. They also provide mentorship and guidance to WNHAC employees who would like to learn more about the culture and traditions.

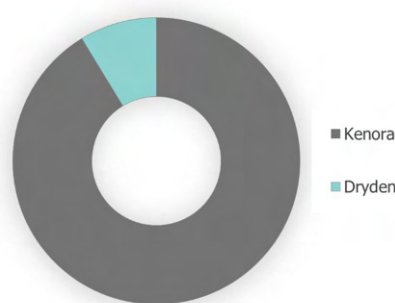
Clients by Community



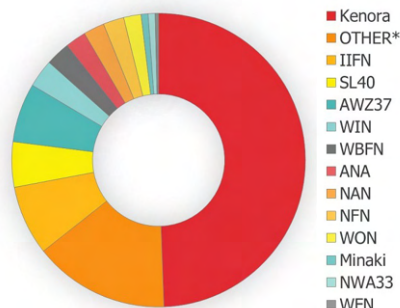
Top 5 Reason for Visit/Service



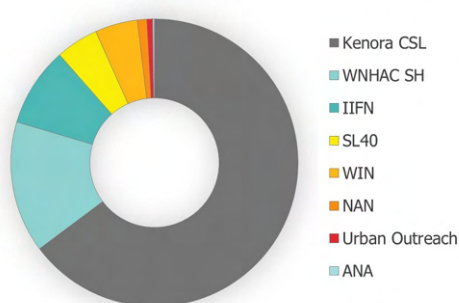
Encounters by Location



Clients by Community



Encounters by Location

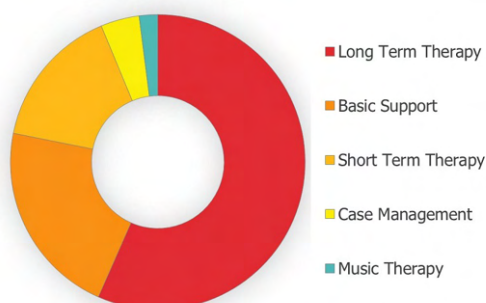


EMOTIONAL WELLNESS THERAPY

Emotional Wellness Therapists (EWTs) support the emotional needs of our clients and family members dealing with illness, chronic disease or other issues affecting overall mental health.

In addition to offering trauma-informed therapy and counselling, our EWTs provide assessment, treatment and management of more complex issues and can facilitate access to specialized services including psychiatry.

Top 5 Reason for Visit/Service



OJIIJAAK (Spirit) - Programs & Services

Waashkootsi Nanaandawe'iyewigamig

The Waashkootsi Healing Lodge (WHL) offers land-based, culturally focused programming to support traditional Anishinaabe healing practices. WHL provides emotional wellness programming for both youth and adult participants, aiming to foster personal growth, healthy living and wholistic healing.

With the guidance and support of our dedicated Emotional Wellness Counselors and Cultural Healing Support Workers, we provide a mix of contemporary therapeutic methods and traditional knowledge, enriched by land-based activities. Our programs cover a variety of topics from mental health education to traditional practices surrounding grief and loss.



AGICHI'GIIZHIGOONSAG YOUTH PROGRAM

The Agichi'giizhigoonsag Youth Program is a land-based program designed for youth aged 12-18 who are interested in learning about, and participating in, Anishinaabe cultural practices and teachings. This program empowers participants by blending emotional wellness counseling with meaningful cultural practices.

Supported by Emotional Wellness Counselors, Cultural Healing Support Workers, and under the guidance of a Cultural Coordinator, this land-based wellness program aims to build a solid foundation of future leaders, instilling values of cultural pride, emotional resilience and leadership grounded in Anishinaabe ways of knowing and being.





ADMINISTRATION

CLINIC OPERATIONS

Dayna Zilinski, Director of Clinic Operations



The Clinic Operations Team is responsible for the efficient and effective management of clinic services, ensuring seamless client care, optimal workflow, and coordination among clinicians and clinical administrative employees. Our team works to provide positive client experience while maintaining the highest standards of care and operational excellence.

The team ensures a compassionate, respectful, client-centered environment where both our clients and employees feel supported and valued. We allow our healthcare providers to focus on client care rather than logistics by reducing administrative burdens and ensuring clear communication. Timely access to care and treatment is our priority and our team works together to create a welcoming and efficient environment for all who walk through our doors.

Over the past year, we have streamlined appointment scheduling through the inclusion of online booking and included daily urgent access appointments. Urgent access appointments were created for us to book appointments that if left unattended, have a high probability of escalating to emergency room intervention.

We also increased capacity of our referral process and workflow through the introduction of the Ocean Referral Program. Ocean allows us to better track, receive and respond to referrals internally and externally within Ontario.

The most significant challenge faced was in recruiting and retaining qualified employees. Like many other service providers, WNHAC experienced a growing demand for services with an already limited supply of health and human resources. This clinician shortage occasionally led to gaps in service and longer wait times for our clients.

The clinic also encountered challenges in fully integrating new technology systems due to limited time for employee training after implementation of the Ocean Referral Program. These challenges caused temporary disruptions in client flows and data management.

In the coming year, we strive to implement a more flexible scheduling system to accommodate varying client volume and begin to reduce wait times for care.

We will also be expanding on employee training programs to improve efficiency, reduce turnover and enhance client care. Our goal is to streamline training based on role, but also to cross train employees for contingency and variation purposes.



INFORMATION SERVICES

Craig Debbo, Director of Information Services



Information Services supports Waasegiizhig Nanaandawe'iyewigamig's (WNHAC) digital services and data needs. We deploy, manage and support communications, computing devices, and many medical, clinical and administrative applications. We are also responsible for digital policies and processes related to security, identity management and service availability.

During the past year, the Information Services Department implemented cost saving measures and service delivery improvements. We moved our primary data operations to Ontario data centers, deployed direct connection to our Electronic Health Record (EHR) site, simplified onboarding and service delivery, and expanded client messaging, e-referrals and electronic appointment booking for clinical and medical applications. We also continue to work with local partners to test AI scribes, and to deploy additional training and tools to combat identity theft and network breaches.

Similar to other areas of the organization, Information Services has also experienced challenges with recruitment of qualified employees as access to affordable housing continues to be a challenge in our region.

In the coming year, we will be introducing client support tools to the Kiwiigwaminan (Supportive Housing) and Shaawanobinesiik Gibichii'igamig (the Hostel) programs. We will also expand access to clinical statistics for Senior Leadership to support decision making, enhance reporting and to generally ensure that we're collecting and reporting on relevant and necessary topics. Finally, we will improve our computing device deployment models to simplify onboarding and to simplify ongoing equipment support.



WNHAC FACILITIES

Wade Roseborough, Facilities Coordinator



The WNHAC Facilities Coordinator oversees all building and property activities, preserving the good condition of infrastructure and ensuring that facilities and equipment are safe and well-functioning. Key areas of focus include optimizing the use of space and equipment while reducing operating costs, maintaining compliance with all relevant and regulatory requirements, and arranging and supporting repairs and updates when needed.

The introduction of a Facilities Coordinator in 2024 has enabled the organization to respond to maintenance needs that range from simply changing a light bulb or a tire on a fleet vehicle to helping to coordinate office relocations and scheduling of outside resources during renovation. Positive relationships have been established with local trades people, resulting in quick responses for the larger, more complicated tasks that cannot be handled in-house.

Facilities works in harmony with the Information Services Team to keep the WNHAC technical machine running well with the shared goal of providing quality services to our clients.

The biggest challenge faced by Facilities was in being available to, and prioritizing requests from, all the different service locations. During the past year while the Central Service Location (CSL) was closed for renovation, there were 10 service locations in Kenora alone. The Dryden Clinic Site and Minaki Nursing Station raised the number of WNHAC locations to 12 in total. Some days can be quite overwhelming when Facilities tickets - our internal request system - start pouring in from several locations at the same time. Careful thought and critical thinking is needed to triage requests and ensure that the most pressing matters are addressed and resolved in a timely manner.

In addition to our various service locations, WNHAC also operates a fleet of 21 vehicles that employees use for their travel to community, and a boat for summer transportation to the remote communities on Lake of the Woods. Keeping the fleet maintained for reliable and safe transportation is a top priority.

In the coming year, Facilities looks forward to resuming services at the Central Service Location, thus reducing the time and cost of service and maintenance to several different office locations.



COMMUNICATIONS

Alena Collier, Communications Coordinator



The Communications Department at WNHAC, although a relatively new area, has demonstrated significant value in amplifying WNHACs presence across our catchment area. Effective communication is essential in not only sharing what the organization does, but also in connecting our community members with the services they need. We manage external messaging and storytelling while working to strengthen internal communication practices to ensure our employees are supported, informed and aligned with WNHACs mission and values.

We uphold WNHACs commitment to promote the health and wellbeing of the Indigenous population by sharing resources, events and educational content across a range of platforms. Through relevant and consistent messaging, we help to enhance visibility and extend the reach of WNHACs services throughout the region.

The Communications Department has experienced many milestones including the opening of the new Washkootsi Healing Lodge location, and the announcement of WNHACs new building. Both events were documented and shared through the lens of our newly hired Communications Coordinator.

Alena has expanded WNHACs presence in community by attending events, outreach initiatives and internal celebrations, all of which increases awareness of WNHACs work and further strengthens its community connections.

Communications experienced some challenges while the Coordinator role was vacant during the summer of 2024. That vacancy impacted continuity in communication efforts and content creation.

In the coming year, we would like to expand our reach throughout Treaty #3 and beyond by connecting with more community members who may benefit from our programs and services. We will also continue to increase awareness on key health topics by producing content on relevant health issues, programs and cultural supports. We strive to educate, inform and connect with our community members in more meaningful ways. The ongoing focus of our Communications Department will be on making information about WNHAC services clear, accessible and widely available.



HUMAN RESOURCES

Mary McDonald, Director of Human Resources



WNHAC fosters healthy working relationships that support fulfillment of our mission and vision. We rely on the Seven Grandfather Teachings, as well as policy, to ensure a safe and positive workplace. We support employee learning and reflection in developing cultural awareness and sensitivity through organization activities and formal training opportunities. All new employees receive orientation that establishes a culture of inclusion and belonging, and supports them to fulfil their role at WNHAC.

The Human Resources team supports the organization by maintaining the various systems, processes, practices, and policies that ensure effective human resources management. A significant responsibility of the team is in leading recruitment and retention efforts to ensure WNHAC is staffed with qualified employees who align with the organization's mandate and strategic goals. Our team coordinates recruitment and onboarding/offboarding processes, maintains accurate employee records, processes payroll changes, manages personnel files, and supports administration of employee pension and benefits.

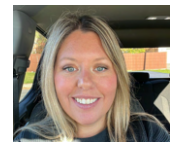
We conduct regular employee satisfaction and wellbeing surveys, and biennial performance evaluations to improve retention efforts. All departing employees are given the opportunity to participate in an exit interview, with the feedback received aiding in workforce planning decisions.

We ended the 2024,25 fiscal year with a total of 158 employees in all areas of the organization. Details of our staff complement are included along with onboarding and offboarding information for the reporting period.

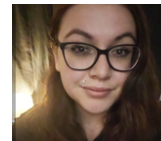
HUMAN RESOURCES TEAM



Madison Smith
HR Manager



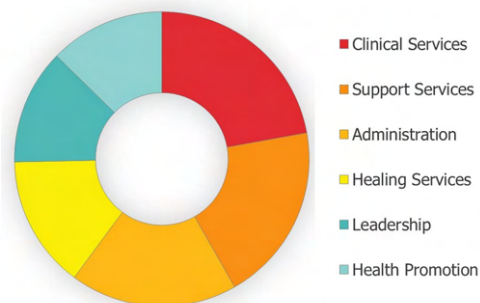
Jessica Meeks
HR Coordinator



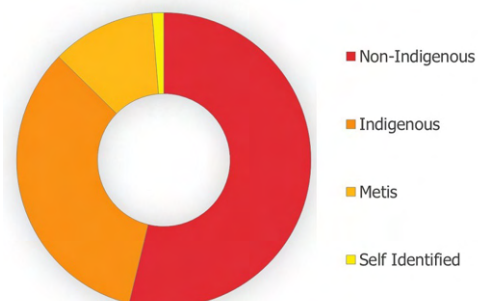
Winter Pierce
HR Coordinator



EMPLOYEE COMPLEMENT - BY DEPARTMENT



EMPLOYEE COMPLEMENT - ANCESTRY



On-Boarding

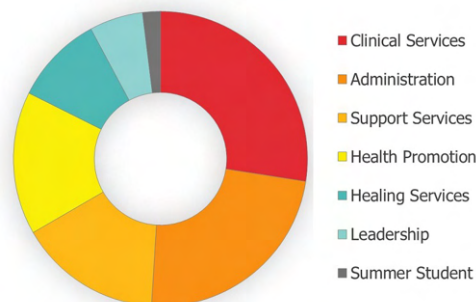
Human Resources circulated over 63 job postings during the 2024,25 fiscal year. Our postings are distributed to affiliated First Nations and local organizations, the local newspaper and online platforms, and internally to current employees.

6% of those postings were extended or renewed due to a lack of applicants.

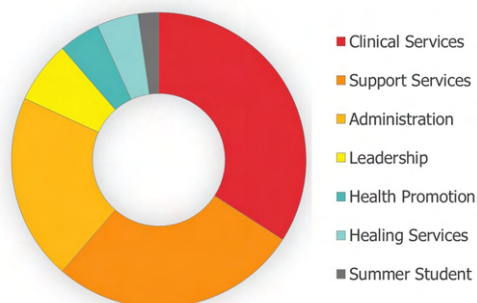
14% of employment offers were declined citing more pay elsewhere, lack of childcare, individuals looking for part-time work and declined contracts.

In total, 51 new employees were on-boarded to different areas of the organization.

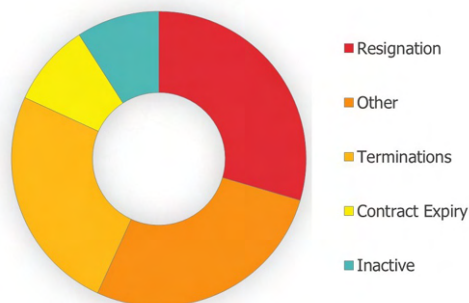
ONBOARDING BY DEPARTMENT - 51 Employees



OFFBOARDING BY DEPARTMENT- 44 Employees



REASON FOR LEAVING



Off-Boarding

Statistics show that the majority of turnover is associated with employees of less than 2 years, indicating a fluid labour market as workers seek higher salaries and/or more benefits.

The off-boarding ratio continues to remain high due to system wide recruitment challenges and intense competition for talent.

Other factors that impact employee turnover include the need for a higher salary and benefits, and a lack of affordable housing coupled with the high cost of living in Kenora.

44 employees were off-boarded during the 2024,25 fiscal year.

EMPLOYEE ACKNOWLEDGEMENT

We wish Marlene Landon, spirit name Misquay Miikeynok Ekwe, a happy retirement. Misquay Miikeynok Ekwe is a member of Migisi Sahgaigan and has over 40 years of work experience ranging from front line work to leadership.

Her employment journey with WNHAC includes over 5 years of service in several capacities such as AHF Project Manager, Transition Facilitator, Program Coordinator, and most recently the Healing Programs Manager at Waashkootsi Healing Lodge.

Miigwech for all of your hard work and dedication to our clients, families and staff.



FINANCE

Ben Gustafson, Finance Manager



The Finance Department plays a vital role in ensuring the organization's financial integrity and accountability through sound management and regulation compliance. Our department is responsible for managing the budget, processing financial transactions, overseeing payroll, and ensuring accurate financial reporting. Our team works closely with all departments to support financial planning and decision making, and to ensure resources are effectively allocated to support organizational growth.

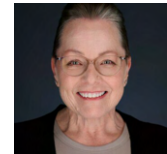
Over the past year, the Finance Department has accomplished several goals, with our biggest success being in process improvements. We began to implement a digital approval process that has improved efficiency in our team's ability to process expenses, track items in real-time and reduce administrative burden. We also introduced electronic banking tools that has helped to reduce administrative tasks and increase efficiency - this was especially helpful during the mail strike.

One of the biggest challenges of 2024,25 was having to effectively manage financial resources while balancing rising operational costs and the budget constraints of funding limitations. The rising cost of items and services amid economic uncertainty was something our department has had to remain mindful of. Implementing and adapting to new financial tools and streamlining internal processes came with its own set of challenges, but in the long run will be beneficial for our department and the organization.

In the future, the Finance Department will implement digital forms that can be shared and utilized across the organization. This will reduce administrative burden, increase process efficiency and move us closer to a paperless environment, removing the need for storage and filing.

The following graphs illustrate our sources of funding and operating expenses for the 2024,25 fiscal year.

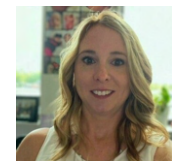
FINANCE TEAM



Lori Snifeld
Finance Coordinator

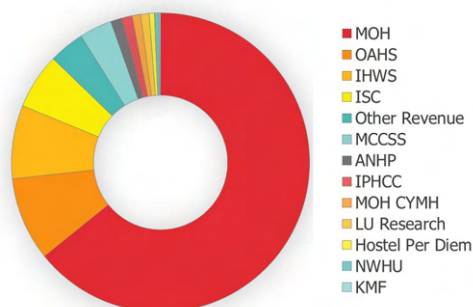


Nicole Wilson
Finance Coordinator



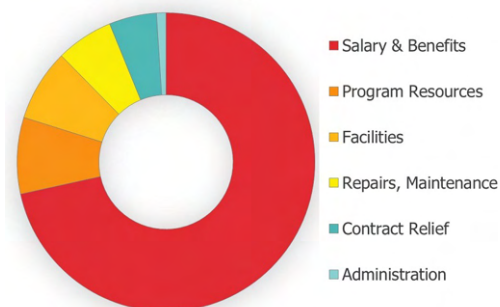
Danielle Cooke
Finance Coordinator

REVENUE - SOURCE OF FUNDING



- MOH - Ministry of Health
- OAHS - Ontario Aboriginal Housing Services
- IHWS - Indigenous Health and Wellness Strategy
- ISC - Indigenous Services Canada
- Other Revenue - one-time and small projects
- MCCSS - Ministry of Community, Children and Social Services
- ANHP - All Nations Health Partners
- IPHCC - Indigenous Primary Health Care Council
- MOH CYMH - Ministry of Health Children and Youth Mental Health
- LU Research - Lakehead University Mino-Bimaadiziwin Project
- Hostel Per Diem - Fees collected for Hostel stays
- NWHU - Northwestern Health Unit
- KMF - Kenora Moving Forward

EXPENSES - COST OF OPERATIONS



- Salary & Benefits - also includes professional development, travel and employee professional and licensing fees
- Program Resources - includes community support, program supplies, meetings, and advertising
- Facilities - includes rent and overhead costs, office supplies and equipment, utilities, and fleet vehicle maintenance
- Repairs, Maintenance - significant 2024,25 cost due to Central Service Location major renovation
- Contract Relief - includes non-salaried contract employees
- Administration - includes all bank related costs, and WNHAC building and fleet insurance



FINANCIAL STATEMENTS 2024-2025

Waasegiizhig Nanaandawe'iyewigamig
Statement of Financial Position
As at March 31, 2025

Assets

	2025	2024
Current		
Cash (Note 3)	\$6,020,069	\$3,265,294
Accounts receivable (Note 5)	\$1,038,245	\$1,314,839
Prepaid expenses	\$219,213	\$112,557
	\$7,277,527	\$4,692,690
Security Deposit (Note 15)	\$378,600	-
Tangible capital assets (Note 6)	\$4,240,315	\$3,184,592
	\$11,896,442	\$7,877,282

Liabilities

Current		
Accounts payable and accruals (Note 7)	\$1,393,024	\$1,013,246
Deferred revenue (Note 8)	\$449,252	-
Recoverable surpluses (Note 9)	\$5,512,927	\$3,652,816
Current portion of long-term debt (Note 10)	\$23,368	\$11,458
	\$7,378,571	\$4,677,520
Long-term debt (Note 10)	\$1,102,706	\$568,238
Deferred contributions related to capital asset (Note 11)	\$156,956	\$157,556
Deferred contributions - asset not in use (Note 12)	\$2,000,000	\$1,356,780
	\$3,259,662	\$2,082,574
	\$10,638,233	\$6,760,094

Contingencies (Note 14)

Commitments (Note 15)

Subsequent events (Note 21)

Net Assets

Invested in Capital Assets	\$957,283	\$1,090,559
Unrestricted	\$300,926	\$26,629
	\$1,258,209	\$1,117,188
	\$11,896,442	\$7,877,282

Approved on behalf of the Board of Directors



Director



Director

Waasegiizhig Nanaandawe'iyewigamig
Statement of Financial Position
As at March 31, 2025

	2025 Budget (Note 17) (Unaudited)	2025	2024
Revenue			
Ministry of Health	\$13,276,015	\$15,087,735	\$12,577,737
Ontario Aboriginal Housing Services	\$2,060,000	\$2,120,001	\$2,540,135
Indigenous Health and Wellness Strategy	\$1,869,513	\$1,869,513	\$1,840,748
Indigenous Services Canada	\$1,409,314	\$1,409,314	\$1,366,047
Ministry of Community, Children and Social Services	\$168,890	\$829,190	\$165,000
Other Revenue	\$290,000	\$413,172	\$377,558
Insurance	-	\$377,393	-
Indigenous Primary Health Care Council	-	\$265,701	\$602,674
Ministry of Health - Child and Youth Mental Health	\$218,132	\$218,132	\$223,317
Lakehead University Research	-	\$216,695	-
Hostel Per Diem	\$100,000	\$132,743	\$139,648
All Nations Health Partners	-	\$286,532	-
Northwestern Health Unit	\$115,000	\$115,000	\$115,000
Interest Revenue	\$99,600	\$114,030	\$114,181
Kenora Moving Forward	-	\$39,132	\$53,990
Amortization of Deferred Contributions (Note 11)	-	\$600	\$11,489
Restricted Revenue Deferred from Prior Year (Note 12)	-	\$1,356,780	\$1,356,780
Restricted Revenue Deferred from Subsequent Year (Note 12)	-	\$(2,000,000)	\$(1,356,780)
Revenue Deferred from Prior Year (Note 8)	-	-	\$757,471
Revenue Deferred from Subsequent Year (Note 8)	-	\$(449,252)	-
Surplus Repayable (Note 9)	-	\$(1,955,338)	\$(1,976,068)
	\$19,606,464	\$20,447,073	\$18,908,927

Wasegiizhig Nanaandawe'iyewigamig

Statement of Financial Position

As at March 31, 2025

	2025 Budget (Note 17) (Unaudited)	2025	2024
Revenue (from previous page)	\$19,606,464	\$20,447,073	\$18,908,927
Expenses			
Administrative	\$4,249	\$11,500	-
Advertising	\$14,750	\$40,956	\$36,347
Amortization	-	\$111,988	\$149,103
Bad Debt (recovery)	-	\$(23,087)	-
Bank Charges and Interest	-	\$10,112	\$5,714
Clinical Services Resources	\$90,000	\$260,719	\$234,814
Community Support	\$14,000	\$9,914	\$15,000
Contract and Relief Services (Note 16)	\$826,300	\$1,046,665	\$1,123,261
Health Promotion Resources	\$92,751	\$43,206	\$179,369
Insurance	-	\$26,653	\$32,037
Interest on Long-Term Debt (Note 10)	-	\$48,052	\$34,126
Meetings	-	\$20,086	\$86,756
Office Equipment Lease	-	\$15,628	\$61,553
Office Rent	\$110,072	\$767,901	\$462,481
Office Supplies	\$792,000	\$372,094	\$630,676
Overhead Costs	\$503,377	\$353	-
Professional Development	\$131,025	\$236,629	\$250,305
Professional Fees	\$124,745	157,983	313,705
Program Supplies	\$583,631	\$1,306,771	\$1,650,101
Repairs and Maintenance	\$235,000	\$1,264,108	\$168,443
Salaries and Benefits	\$13,812,417	\$14,043,128	\$12,943,596
Telephone and Communications	-	\$90,796	\$83,049
Travel	\$269,941	\$109,688	\$158,407
Utilities	-	\$55,585	\$25,039
Vehicle	-	\$278,624	\$275,913
	\$17,604,258	\$20,306,052	\$18,919,795
Excess (deficiency) of revenue over expenses	\$2,002,206	\$141,021	\$(10,868)



The WNHAC Creation Story

Waasegiizhig was a healer who lived in the area many years ago. His spirit lives at Ash Rapids, which is between Lake of the Woods and Shoal Lake, a short distance southwest of WNHAC's original site in Washagamis Bay First Nation.

Nanaandawe'iyewigamig means a place of healing.

These names came through traditional Elders - the late Ozowigoneb (Charlie Copenace, WBFN) and the late Maajibiness (Robin Greene, IIFN) - during ceremony, where they spoke to the ancestors in the spirit world.

Waasegiizhig once lived in the physical form of a man. While on his earthly journey, he experienced a fast and received direction that he would not return to the spirit world when his physical journey ended. Instead, his spirit would remain to assist people in the far future. His spirit has remained in the area around Washagamis Bay, where Waasegiizhig Nanaandawe'iyewigamig first started.

To recognize and honor his spirit, the organization was given a drum - "Waasegiizhig".

Before Waasegiizhig made his earthly journey, he met another spirit named **Waashkootsi**. Waasegiizhig and Waashkootsi learned that their destinies were to work together to help the Anishinaabeg of this area on their healing journeys.

Waashkootsi Nanaandawe'iyewigamig (the Youth Healing Lodge) was initially located at Longbow Lake. Waashkootsi made his presence known to employees by appearing as a frog in the basement of the building. Other events occurred, including a man being heard singing, and were taken to ceremony with Ozowigoneb, who explained these events as Waashkootsi's presence.

The Healing Lodge also received a drum following ceremony. Waashkootsi is represented at the "Chi-Pinesse-Miigwin" drum by a crystal frog.

This fulfills the vision that Waasegiizhig had of working with Waashkootsi. Both Waasegiizhig and Waashkootsi continue to help the Anishinaabeg on their healing journeys by providing guidance, direction, love and support for their sacred journeys.



The History of the Bundle - Animki Bineshi

The Indigenous Primary Health Care Council (IPHCC) - a culture based organization comprised of 25 Indigenous primary healthcare organizations in Ontario - formally established the Traditional Healing Advisory Circle (THAC) in December 2022. WNHAC committed to being an active member in supporting the pilot initiatives that emerged from the circle's collective vision.

In March 2023, THAC members recognized the need for a sacred bundle to guide and protect the work ahead. The bundle would serve as a spiritual foundation, ensuring that all dialogue and decision-making remained rooted in culture and ceremony. A call was made to THAC members to begin building this sacred bundle.

Representatives from the various organizations came forward to present and gift sacred items from their area to the bundle. Together, these contributions formed the sacred bundle for the Indigenous Primary Health Care Council (IPHCC). Each item was given a role in the important healing work to come. Elders of the council shared that, not long ago, many sacred bundles were destroyed or hidden out of necessity. The creation of this bundle was therefore not only a spiritual act but a powerful reclaiming of identity and culture.

Council members agreed the bundle should be placed in the care of someone deeply connected to the work of carrying these teachings forward. In September 2023, through ceremony, the bundle was entrusted to two THAC youth members. They carried the bundle with responsibility and care until the final THAC gathering in Kenora in June 2024.

At that gathering, the bundle was given the name Nimkii-bneshii (Animki Bineshi) and it was decided that it would remain in the care of WNHAC to support Waasegiizhig in his healing work. Through a sunrise ceremony led by Anishinaabe Grandmother Gloria McGregor, alongside WNHAC Grandmothers and pipe carriers - Sarah Mandamin, Mary Jane Scott, and Mary Lorraine Mandamin - Animki Bineshi was respectfully transferred to WNHAC under the care of Charlie Carpenter and Jimmy Wayendowpanicken.

The bundle now serves as a living guide and protector of the work WNHAC continues to do with the communities we are honoured to serve.





HEAD OFFICE

PO Box 320
Keewatin, ON
POX 1C0

1-888-MYWNHAC (699-6422)

www.wnhac.org

Administrative Office

619 Lakeview Drive
Kenora, ON

(807) 467-8341

Central Service Location

212 Fourth Ave. South
Kenora, ON

(807) 467-2666

Minaki Nursing Station

276 Winnipeg Ave.
Minaki, ON

(807) 224-3103

Dryden Satellite Clinic

Dryden Native Friendship Centre
(Side Entrance) - 74 Queen St.
Dryden, ON P8N 1A4

(807) 223-1235

Waashkootsi Nanaandawe'yewigamig (Healing Lodge)

41 Hidden Trail Road
Black Sturgeon Lake

Shaawanobinesiik Gibichii'igamig (Outpatient Hostel)

1420 Eighth St. N.
Kenora, ON

Kiwiigiwaminan (Supportive Housing)

1001 Ninth St. N.
Kenora, ON

(807) 468-7101

(807) 468-6158

Memegwessii'igamig (Indigenous Midwives)

1201 Pine Portage Rd., Unit C
Kenora, ON

1-888-407-0260

(807) 467-2666