

2022

2023



**First Nations Capital
& Infrastructure Agency
of Saskatchewan**

Annual Report



*First Nations-led,
member driven.*

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Corporate Overview

Who we are

The First Nations Capital and Infrastructure Agency of Saskatchewan (FNCIAS) is an Indigenous-led non-profit organization that supports First Nations in Saskatchewan in planning, procuring, owning, and managing on-reserve housing and infrastructure initiatives. We are working with our members to create a service delivery and funding model that leads to sustainable, quality housing and infrastructure in First Nations.

What we do

In the new model, FNCIAS will be the funding and service delivery agency for capital projects, housing, operations, and maintenance programs for its members, funded by Treasury based on a new 10-year renewable agreement. Housing and infrastructure services will continue to be delivered by First Nations, Tribal Councils, and service providers.

FNCIAS will act as an advocacy and support agency that will provide a new framework for delivering Operations and Maintenance Budgets and a Major Capital Program. Funding will be delivered in a single revenue stream to our member Nations with a 10-year funding agreement. Our services are and will be designed and driven by a focus on the responsibility of delivering funding and providing appropriate supports to our member Nations.

Our Vision, Mission, Values

Our Vision

Empowered and thriving First Nations built on sustainable infrastructure and healthy homes for present and future generations.



Our Mission

Working together with a holistic and humble approach to foster strong relationships with members and partners and ensure First Nation led development.

By drawing on Indigenous wisdom and professional expertise, we will enhance support for technical services and establish efficient processes and advocate for comprehensive funding streams for members to build and maintain homes and infrastructure.



Our Values

HUMILITY

Listening and learning together.

OPENNESS

Committed to transparency and accessibility.

MODERNIZATION

Innovative and agile approaches that involve First Nation leadership.

EXCELLENCE

First Nation and Tribal Council centred services and purpose driven teams supported by leadership.



Message from the Board Chair



Dear Member Nations and Rights Holders,

As I reflect on my time over the past year serving as your Board Chair, I am filled with pride and gratitude for the journey we continue on with our members. It has been an honor to witness the power of working together towards building a brighter future and better quality of life for our First Nations in Saskatchewan.

The Board and I have been working closely with the FNCIAS leadership to push things to make sure the transfer process and program is suitable for our member Nations. This includes proper procurement and financial policies as we focus on building an organization of transparency and accountability for members.

We look forward to the year ahead as the organization continues to develop and the Funding Gap Analysis work progresses with more member Nations and the creation of First Nation Development Plans by members. This information will be instrumental as we as members set the standard in what the future of First Nations housing and infrastructure will be, not only to meet the same standards of public services offered to other Canadians, but those that meet the cultural needs of each Nation.

We know that there is an immense connection between our homes and our cultural identity. Housing is an expression of our culture, a connection to our heritage, and it is a part of our First Nations. We need housing solutions that are safe and sustainable, but housing that honours Treaties, traditions, values, and ways of life.

This is important work that will help shape the lives for many generations to come one where they can start businesses, work, live, and thrive in their Nations. Thank you for entrusting me with the privilege of serving as your Board Chair. I look forward to continuing our important work together.

Sincerely,



Chief Matthew T. Peigan

Board Chair

*First Nations Capital & Infrastructure
Agency of Saskatchewan*



Message from the CEO

Dear Members and Rights Holders,

As we look back on the strides we have taken at the First Nations Capital and Infrastructure Agency of Saskatchewan over the past year, I am filled with a sense of pride and optimism for what we have achieved together – and will achieve together – including our Board, member Nations, staff, and rights holders as we continue on this transformation process.

By listening to the voices of our First Nations leadership and Nation members from across the province, we have and will continue to use your feedback to help shape the organization and our program delivery model and framework. It is through shared wisdom and vision that we will chart a path forward as we look at the challenges of First Nations housing and infrastructure in new ways to provide effective, culturally relevant solutions.

Thank you to our members that are currently participating in the pilot program. This pilot will help to inform the Funding Gap Analysis that is an essential part of developing our funding model. Our team is excited to continue conducting Asset

Condition Assessments, Housing Condition Assessments, and First Nation Development Plans with all member Nations after the completion of the pilot. As we progress onto this next phase, we hope that those interested from our Member Nations will consider joining our member and transfer team working groups. Over the next year, our team will continue reaching out to your leadership and technical services teams to provide presentations, share updates, collect feedback, and answer any questions that you may have.

As we continue to reimagine and revitalize what the future of housing and infrastructure will look like for our Nations, I invite you to join us in this important work. Your support and partnership are essential as we strive to create sustainable, thriving communities for generations to come. If you have any questions, please do not hesitate to contact me or any of our team.

With gratitude,



FNCIAS

Drew Pearson

Chief Executive Officer

*First Nations Capital & Infrastructure
Agency of Saskatchewan*

Board Governance

The Board of Directors at FNCIAS acts as the senior level of management, responsible for approving the strategic direction and providing high-level oversight.

The following is the slate of FNCIAS's Board of Directors as of March 31, 2024.



Chief Matthew Peigan
Board Chair



Chief Clarence Bellegarde
Board Vice-Chair



Chief Darcy Bear
Board Member



Chief Jonathan Bear
Board Member



Chief Peter Bill
Board Member



Chief Norma Catarat
Board Member



Chief Tammy Cook-Searson
Board Member



Chief Donny Ironchild
Board Member



Chief Kenny Moccasin
Board Member



Chief Evan Taypotat
Board Member

Our Team

FNCIAS Leadership

FNCIAS’s Executive Leadership Team guides our team in executing our strategy and long-term vision for First Nations-driven housing and infrastructure.



Drew Pearson
Chief Executive Officer



Trent Larson
Vice President of Operations & Professional Services

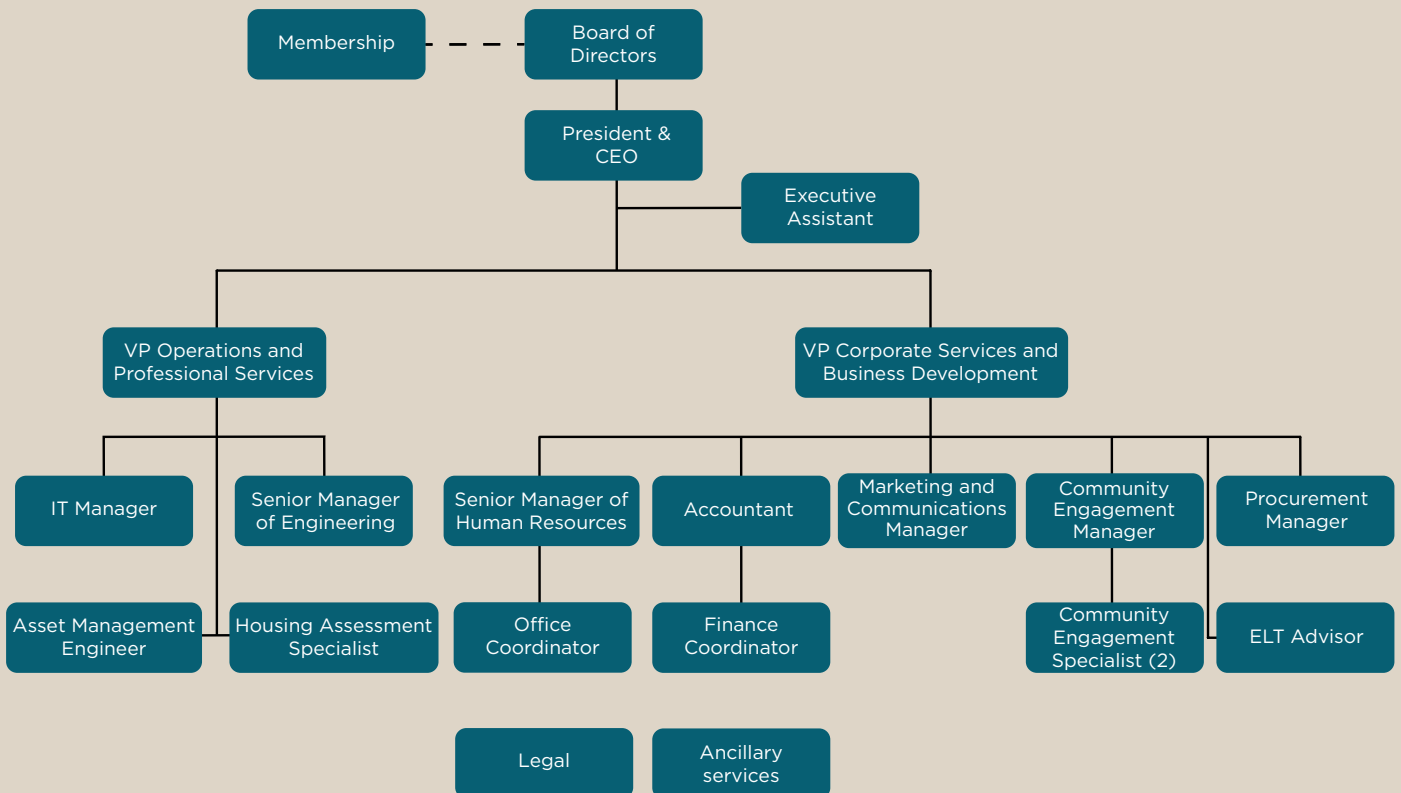


Ken Okanee
Vice President of Corporate Services & Business Development

FNCIAS Staff and Organizational Structure

As of March 1st, 2024, FNCIAS’s staff comprises 15 personnel.

Organization Chart- Pilot Phase





2022-2023 Highlights



Funding Gap Analysis and Pilot Assessments in progress

Last Fall, we began conducting a Funding Gap Analysis to support the provision of adequate housing and infrastructure for our member First Nations. As a part of this work, we began conducting Asset Condition Assessment (ACA) and Housing Condition Assessment (HCA) pilots with Pasqua First Nation and Little Black Bear First Nation.



FNCIAS hosts second annual fall conference

On September 19th, 2023, we held our second annual FNCIAS Fall Conference in Saskatoon. We welcomed over 110 in-person attendees, with additional guests tuning in via livestream. The event saw representation from 33 First Nations and two Tribal Councils from across Saskatchewan.



Ongoing engagement and feedback on program and funding delivery model

In 2023, over 50 presentations were given to Saskatchewan First Nations Leadership, Tribal Councils, and First Nations technical staff on the transformation opportunity as well as FNCIAS's Institutional Development Plan. As a result of the engagements, two Nations signed on as members.



Internal capacity building and institutional development

We have continued developing the organization, executing the direction set forth for the organization in our Institutional Development Plan. Several new team members have been added including those with expertise and experience with First Nations in the areas of housing assessments, asset management, and community engagement. The creation and implementation of corporate policies are underway with many policies drafted and in review for implementation in early 2024.

Increased communications channels and infrastructure

We have expanded our communication channels to update and engage with members and other stakeholders as we continue to develop the organization. This expansion includes additional social media channels and an email newsletter platform.

Membership

We are working with First Nations who choose to opt in as members to create a service and funding delivery model. Any Saskatchewan First Nation can become a member of FNCIAS by passing a Band Council Resolution (BCR) to join the program development. The first BCR officially signs a Nation or Tribal Council on as an FNCIAS member and authorizes ISC to release data to FNCIAS. This data helps to inform the funding gap analysis along with the HCAs and ACAs conducted with member Nations.

FNCIAS and FNCIAS members are exploring the opportunity of the transfer of federal authorities including responsibility for design and delivery of programs and services. First Nations will then decide whether they want to provide approval for transfer. First Nations that choose to not opt in will continue status quo and operate within the traditional model directly with ISC.

The Nations listed below are FNCIAS member Nations as of March 1, 2024.



The Road Map & Engagement Process

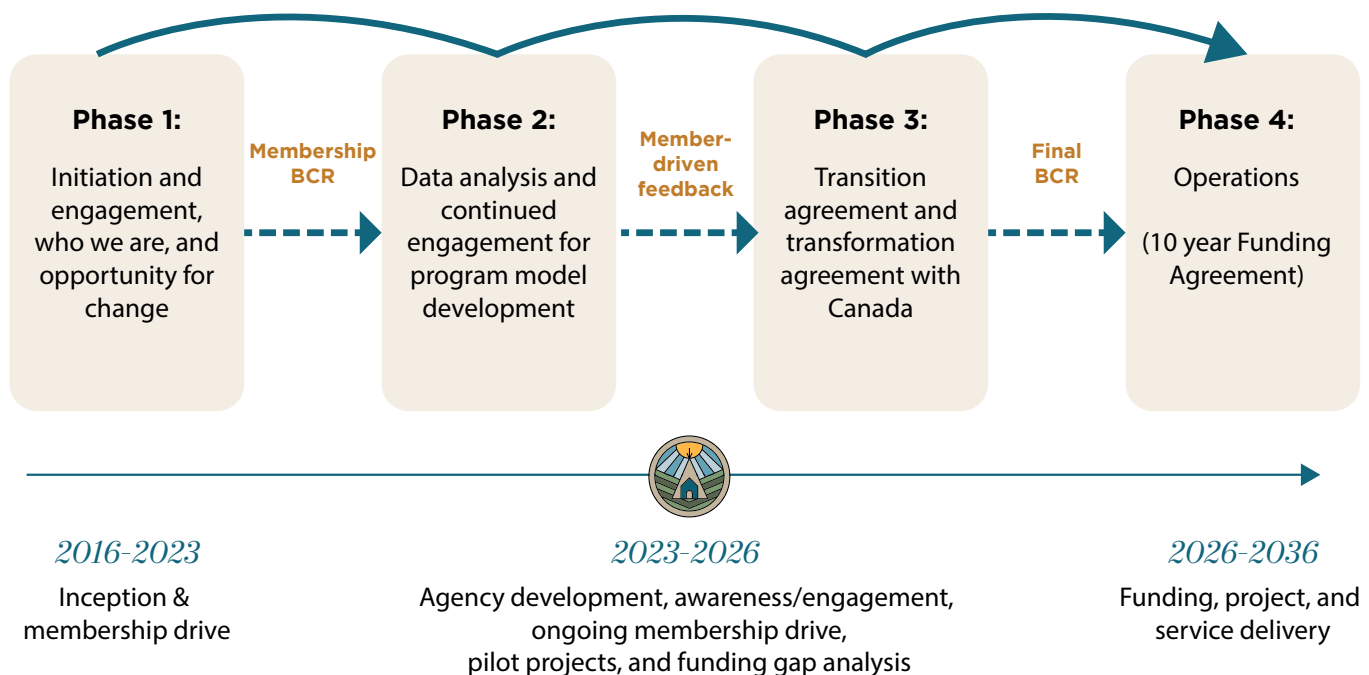
The road map is a multi-phased planning and transition process where member Nations and Tribal Councils will have the opportunity to inform the process at several decision points along the way. Throughout the 2023-2026 period, our focus is on developing the agency, creating awareness, engaging with members and stakeholders, signing on members, conducting the pilots, and conducting a Funding Gap Analysis.

In 2022-2023, road map progress consisted of engaging with First Nations and Tribal Councils to collect ongoing feedback to help us further refine our focus on the delivery model and the terms of the associated transfer agreement with Canada as well as signing on additional members interested

in providing feedback. Our team also began working with members on the asset condition and housing condition assessment pilot to begin quantifying the infrastructure gap on First Nations.

Over the next year our focus will be centred on:

- expanding our pilot assessment to six member Nations
- continuing engaging with members as well as sign on new members
- recruiting and working with the technical and working advisory groups to inform our programs and delivery model



Financial Report

FNCIAS completed our third audit for the year ending March 31, 2023, and has secured direct funding from the government to continue our agency development on our journey to full autonomous operation.

The audited statements are reflective of our organization's third year of stand-alone operations as we increased our staff, secured and renovated office space, and acquired equipment. FNCIAS continues to be well within budget to obtain our objectives within the time periods set out.



Communications and Outreach

Throughout the year, the communications, engagement, and operations teams worked closely to develop materials for presentations about membership and the organization's progress for current and prospective member Nations. The team continues to enhance the website with pages focusing on employment and procurement opportunities. Over the next year, the team will continue to add more features to the website so that members can access more information and resources.

Keep in touch

Follow us on our website, newsletter, and social media channels for the latest information on news updates, events, career opportunities, procurement opportunities and more.

**FNCIAS
Website**
fncias.ca



**FNCIAS
Newsletter**
eepurl.com/lupmZY



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