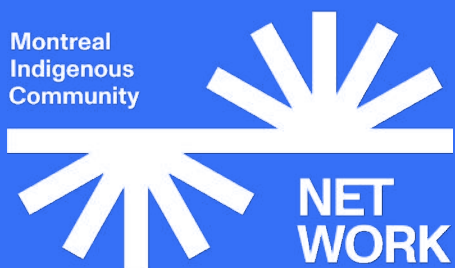


Montreal
Indigenous
Community



Annual Report

2024
2025

Heart of the Community:

Listen

Connect

Support

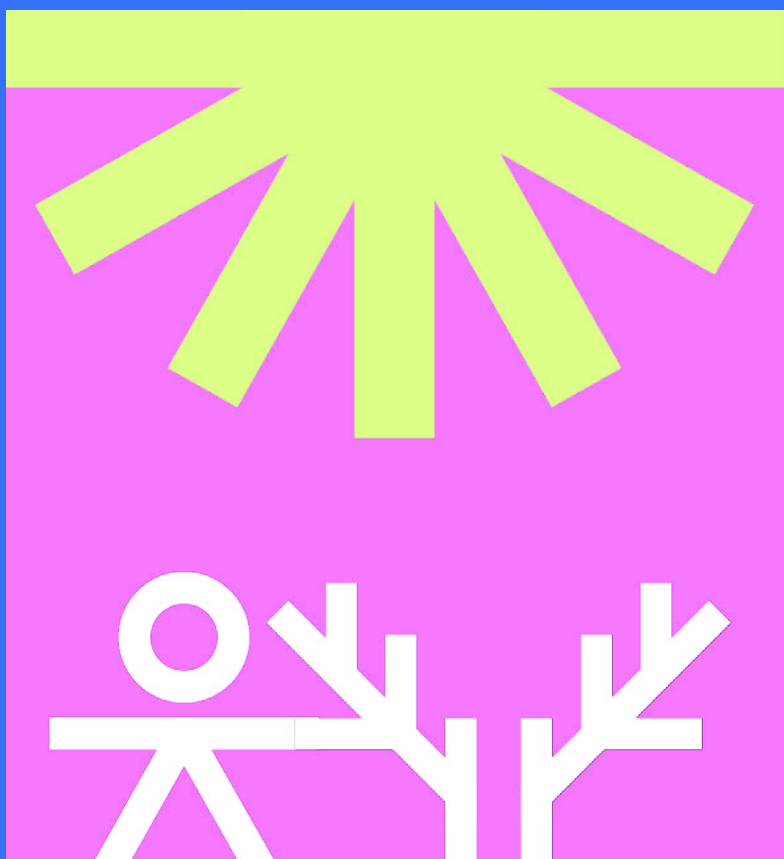


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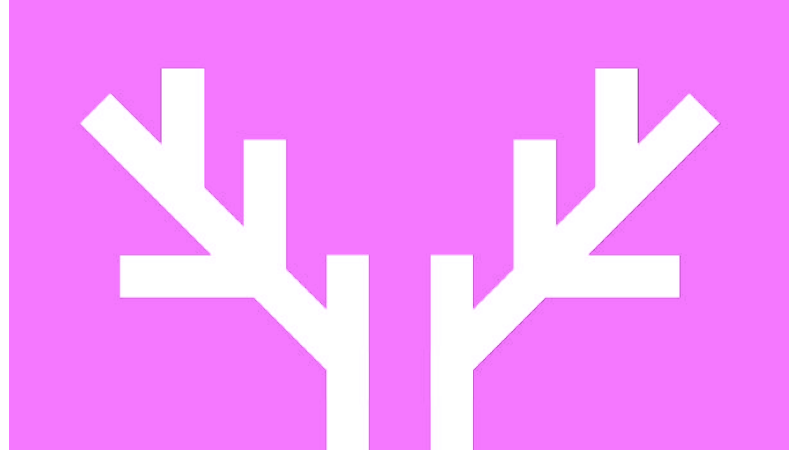
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Opening by the President



The morning starts off a tad dull, grey, and somewhat cool. Soon, Brother Sun shows himself and the warmth in the air can be felt as Mother Earth welcomes the day with a robust energy that propels her humans into the vastness of the day.

In 2008, the NETWORK ventured into the labyrinth of Tiohtià:ke's urban life. Robustly, it made its way through the streets, around the corners, at times encountering obstacles and challenges. Yet, the NETWORK grew, bringing that sunshine and warmth to the people and the surrounding organizations. It succeeded in building and supporting, always with an 'ear to the ground', feeling the anticipation of those humans who strive to be heard, cared for and encouraged.

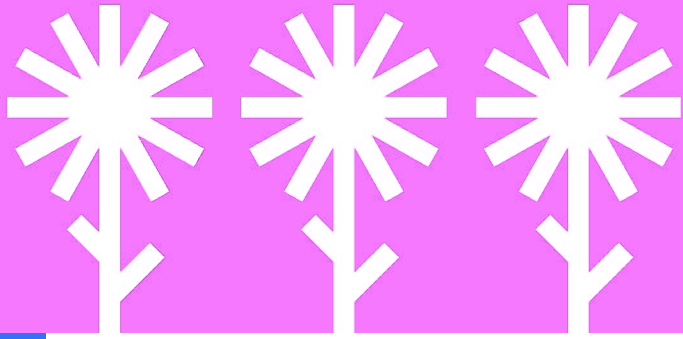
Thank you to the Montreal Indigenous Community NETWORK's skilled staff, management and administrators for being the constant light and refreshing breeze that brings clear skies and hope for the future days. Thank you to the Board of directors for supporting Leilani Shaw, our Executive Director, as she leads her team members through the orange cone lined streets of Tiohtià:ke. There is a path, and they are finding it together with her guidance.

The NETWORK continues to bring people together through committees and advisory circles that reach numerous organizations. As financial contributions are funneled through, it supports existing programs and develop new ones. Through many networks, the people rise and become the storm that washes away colonial practices. Let this rainbow shine brightly over Tiohtià:ke as diversity amongst us is visible. The NETWORK embraces the 2S+ community and seeks to welcome organizations that will be 2SLGBTQ+ specific. The INDex will bring us together after countless years of work. This extraordinary tool will offer a vastness of resources and information, making the highway of communication available at our fingertips.

2008 seems like a lifetime ago. Many moons have witnessed changes and growth. The journey has been stellar. With the wind at my back as your departing president, my forecast for you: clear, starry skies with grandmother moon shining brightly above, with a sprinkle of precipitation for golden days of growth and continued success.

May your harvest be plentiful.
Wah'tkwanonwera:ton

Tealey Ka'senni:saks
President



Opening by the Director

Shé:kon sewakwé:kon, Greetings everyone,

As I reflect on the past year, I would like to say niawenhkó:wa, thank you to everyone who has journeyed alongside us: our community members, youth, Elders, partners, funders, volunteers, and the dedicated NETWORK Board of Directors and staff who make our work possible. We see how organizations and their staff consistently show up for our community members, fostering deep and lasting relationships, and often going above and beyond what is asked of them. Community work can be very complex and challenging to navigate, and I want workers to know their efforts are deeply impactful and appreciated by many. Your commitment and care have been instrumental to the work we have accomplished together for urban Indigenous communities in Tiohtià:ke.

This year, our work deepened in ways that remind me why the Montreal Indigenous Community NETWORK exists: to create spaces where Indigenous voices, skills, and stories are celebrated and where meaningful connections are rooted and able to flourish. We proudly co-hosted the Indigenous Winter Market, bringing together over 50 Indigenous artists, makers, and entrepreneurs to share their work with the wider community. After many years of community consultation, we launched the INDex, a centralized database of programming and services for Indigenous communities in the Greater Montreal area, a resource designed to make navigating

support systems easier, more accessible and culturally relevant. We also distributed \$2.7 million in Indigenous program funds to support 16 unique organizations dedicated to serving our community.

It was not without its challenges. Like many non-profits, we navigated shifting funding priorities, growing demands for accompaniment, and the balancing act of operational sustainability. These hurdles and learnings revealed our resilience and our ability to innovate without losing sight of our mission.

Looking ahead, 2025-2026 will be a year of growth. We will build on the momentum of the INDex, deepen our supports for Indigenous governance, and continue fostering spaces where Indigenous knowledge can thrive. We invite you to join us, not just as supporters, but as partners in this journey.

Niawenhkó:wa for believing in the work of the NETWORK and the partners we support. It is an honour to serve as an Executive Director, and I look forward to all we achieve together in the coming year.

Skén:nen,

Leilani Shaw

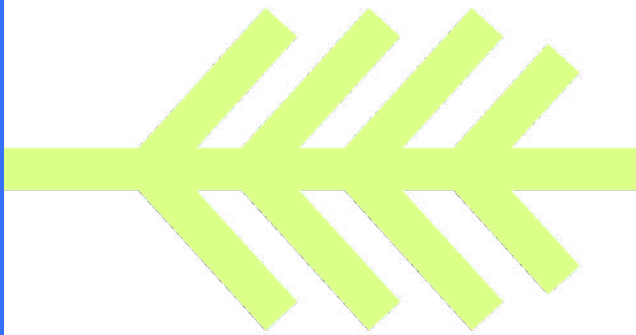
Executive Director

About the NETWORK

OUR MISSION

As an umbrella organization, the NETWORK is in a unique position to connect various segments of urban Indigenous communities by supporting Indigenous and Indigenous-serving organizations working directly with community members in and around Tiohtià:ke/Montreal.

We accomplish our mission by implementing four main approaches:



OUR VISION

The NETWORK envisions an urban setting where the well-being and growth of First Nations, Inuit and Métis communities throughout Tiohtià:ke/Montreal are led by Indigenous communities.

The NETWORK contributes to establishing and fostering an environment centered on relationship-building and community connections that ensure safe and abundant access to culturally relevant information, services, and resources. We are working towards an urban setting which honours, respects and celebrates the diversity of Indigenous knowledge, cultures and innovation.

1. Gathering those who directly serve community members

We ensure the safety, belonging and well-being of urban Indigenous community members by facilitating collaborative spaces for frontline community organizations to share information, identify gaps in services, determine priorities and develop longterm, sustainable solutions as a collective. We invite non-Indigenous guests to listen to the needs and solutions developed by community organizations in order to strengthen strategic, action-based partnerships that will directly benefit Indigenous community members.

2. Alleviating the burden

We influence the allocation of public funding and take on administrative tasks such as funding distribution through community consensus-based decision-making circles. We communicate with public officials to alleviate the bureaucratic burden placed on the Indigenous community sector that directly serves community members.

3. Empowering Indigenous leadership

We provide capacity-building opportunities for community workers, organizers, and existing leaders to develop and refine their leadership skills and practices. With a special eye on the future, we amplify Indigenous youth voices and generate empowerment opportunities through mentorship, skill and confidence-building activities and gatherings designed to promote a sense of belonging and cultural resurgence in urban Tiohtià:ke/Montreal.

4. Transferring knowledge

We transfer knowledge to the general public through advocacy and awareness-building by collaborating with strategic partners, developing educational tools, publishing NETWORK-initiated research reports, and providing workshops for people working toward meaningful allyship.

Heart of the Community:



Listen
Connect
Support



OUR VALUES



Indigenous led

Led and created by and for urban Indigenous communities.



Community oriented

Priorities and solutions identified and developed by the community.



Strategic partnerships

Building and nurturing relationships between the community sector and strong allies.



Collective heartbeat

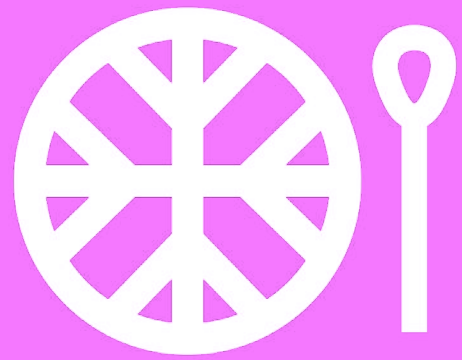
Working together for the betterment and empowerment of Indigenous communities.

OUR PARTNERS

To attain our collective goals, we work in collaboration with our partners in the Indigenous community sector:

Projets Autochtones du Québec, the Native Friendship Centre of Montreal, the Indigenous Support Workers Project, daphne, the First People's Justice Centre of Tiohtià:ke/Montreal, Mikana, Makivik, the Southern Quebec Inuit Association, Tshuapamitin, Native Women Québec, the First Nations Human Resources Development Commission of Quebec, Native Montreal, the Indigenous Health Centre of Tiohtià:ke, Tasiutigiiit, Qavvivik - Inuit Family and Community Health Centre, the Native Women's Shelter of Montreal, Rising Sun Daycare, the Refuge Mitshuap Montréal, Résilience Montréal, Plein Milieu, Doctors of the World, the Open Door Montreal, the Women's Center of Montreal, Concordia University - Office of Community Engagement, and Chez Doris.

Our Board



The Board members of the NETWORK are individuals who have experience or a keen interest in the Indigenous community sector. They have a personal commitment to social justice and decolonization. Their role is to maintain the vision and integrity of the NETWORK, as well as act in the best interest of the organization, its partners, and members. Since its incorporation, the NETWORK has maintained a 100% Indigenous Board of Directors. Indigenous governance is fundamental to the vitality of the NETWORK and the community.

Our Board members for 2024-2025:

Tealey Ka'senni:saks

President
Kanien'kehà:ka from Kahnawà:ke

Dominick Mikkelson

Secretary
Cree with Mohawk ancestry

Clara Halliday

Treasurer
Treaty 5, Tataskweyak Cree Nation

Brittanny Janvier

Vice-President
Cold Lake First Nation

Jocelyne Couture

Administrator
Métis Nation of Ontario

Sacagawea Croxen

Administrator
Mi'kmaq from Nova Scotia



Extending our Deepest Gratitude to Tealey Ka'senni:saks

The entire NETWORK team would like to extend its most heartfelt and sincere thanks to Tealey Ka'senni:saks, who is concluding her final mandate as President of our Board of Directors. This moment marks the end of a remarkable chapter in our shared story, a chapter defined by dedication, compassion, and transformative leadership.

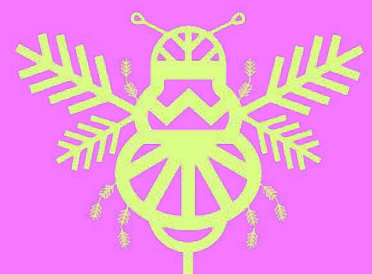
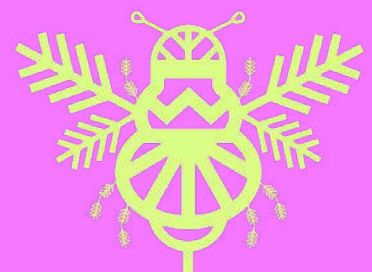
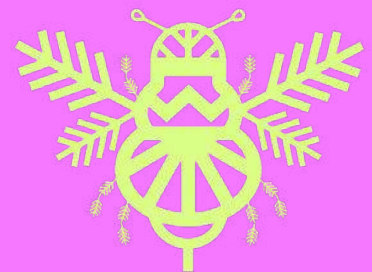
Tealey has been more than just a board President and a leader. She has been a pillar of strength for the NETWORK and a wise and steady voice. She is an unwavering presence for the Board, the NETWORK team, and the communities we serve. Her guidance has shaped the direction of our organization. With fierce determination and a heart full of care, she has led with humility, resilience, and boundless love.

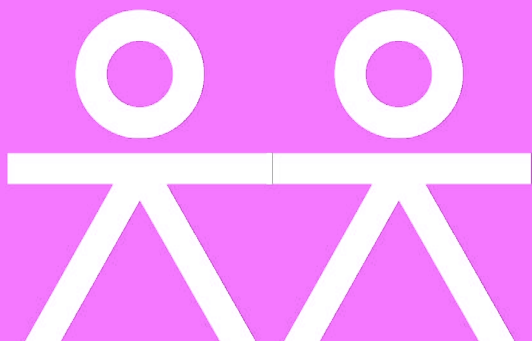
As an Elder, Tealey brought with her the rich teachings of culture and tradition, grounding our work in values that have been essential to the NETWORK's mission. She reminded us that our efforts are not just about progress, but about people, their real lives and stories, and the deep interconnectedness that binds us all. Through her leadership, we were reminded of the power of community, the importance of listening, and the beauty of leading with intention, care and compassion.

Tealey has also been our fierce protector and wise counselor, our "mama bear", always ensuring that we stayed true to our purpose and never lost sight of the bigger picture. Her warmth, humor, and gentle strength have inspired us daily, creating a sense of family that will continue long after her term has ended. She didn't just serve the NETWORK, she nurtured it.

The imprint she leaves behind is immeasurable. Her tireless contributions, her many sacrifices, and her generous spirit have forever changed this organization. Thanks to Tealey, the NETWORK is stronger, more connected, and more aligned with the values that truly matter. Her legacy is woven into every step we take forward, and will keep on guiding our path.

With love and deepest respect.





Our Team

The NETWORK team is a multidisciplinary group composed of both Indigenous experts and non-Indigenous allies. The diversity of our knowledge and experience is a substantial strength in achieving a common goal: improving the well-being of First Nations, Inuit and Métis communities in Tiohtià:ke.

Our team members in 2024-2025:

Alexandra Apple

Communications Intern

Amanda Moniz

Deputy Executive Director

Bobby Manning-Leduc

Events Coordinator

Cynthia Ménard

Administrative Coordinator

Dahlie Gagné

Community Relationships Coordinator

Elizabeth Fast, Dr

Project Development and Funding Consultant

Johnny Boivin

Communications Coordinator

Katia McEvoy

Communications Manager

Kortanie Raye

Community Partnerships Coordinator

Leilani Shaw

Executive Director

Morgan Kahentonni Phillips

Food Security Researcher

Nicole Fornelli

Community Projects Manager

Rachelle Perron

Health Navigation Researcher

Raul Piñeros

Finance Manager

Romain Jean-Jacques

Mental Health Program Coordinator

Sarah Charlebois

Reporting Coordinator

Stephen Agluvak Puskas

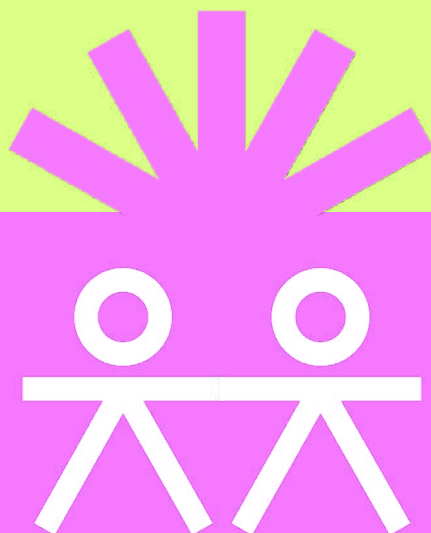
Research Manager

Tara Westbrook

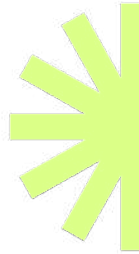
I.T. Coordinator

Véro Marengère

Human Resources Manager



Welcoming New Hires on the Team

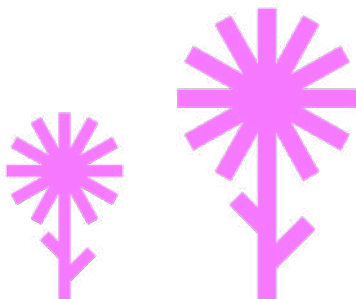


Three new team members join our ranks to make the **NETWORK** even stronger!

Rachelle Perron, Red River Métis, becomes our new Health Navigation Researcher. Her background in clinical care, health informatics and Indigenous evaluation, as well as her passion for participatory approaches to program design make her the ideal candidate to accomplish the new mandate at hand.

The arrival of **Morgan Kahentonni Phillips** also adds an arc to our bow. As a Kanien'kehá:ka woman and a well versed researcher in the fields of Indigenous health and well-being, resilience, and community-engagement, we are honored to welcome her as the NETWORK's Food Safety Researcher.

Finally, the return of **Sarah Charlebois** brings great support to our Community Projects department. Her previous experience in administrative functions and her deep knowledge of the Indigenous community sector in Tiohtià:ke makes her a strong asset as a Reporting Coordinator for our team.



Establishing a Partnership to Recruit New Talent

A new collaboration has been established with the Internship program of the Office of Community Engagement (OCE) of Concordia University. This program facilitates paid internship opportunities for First Nations, Inuit, and Métis students while offering a significant contribution to the work of Indigenous organizations in Tiohtià:ke.

This year, the NETWORK's communications team welcomed its first intern, **Alexandra Apple**. Bringing a fresh perspective and a keen interest in marketing, Apple is helping us build a strategy to increase donations and fundraising activities. We will continue to work alongside the OCE as the internship program connects us to the next generation of Indigenous talent while elevating our organizational capacity.



Supporting Staff

Every Step of the Way

A key element in serving our community is maintaining a solid team.

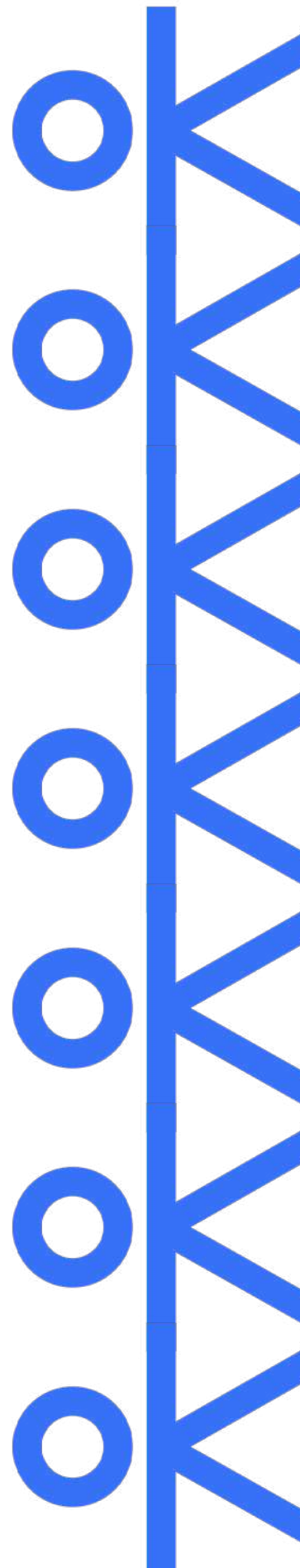
For our Human Resources department, this means building policies and processes that foster organizational stability and growth. We approach employment retention by providing ongoing support to our staff along their journey at the NETWORK.

The NETWORK's [Team Member's Guide](#) now helps recent recruits in understanding our mission, history, partnerships, work methods, policies, and more. This guide is a part of our [Onboarding Procedure](#), a process in which all staff are involved to ensure that a new team member gets off to a good start, and gains access to the tools they need to succeed in their mandate.

A big part of this year's work was rooted in building a [complete evaluation system](#) that measured quality of work, but also nurtured trust, safety, transparency, and growth—both individually and collectively. This evaluation system has three main components that are assessed throughout the year. Firstly, we have an organizational evaluation that focuses on psychological safety in the workplace and team dynamics. Secondly, the individual staff evaluations promote sharing feedback between supervisor and supervisee through the lens of commitment and professional development. Moreover, supervisors are provided with a resource bundle to support their crew in overcoming challenges. Thirdly, our Board of Directors, in partnership with our HR Manager and an external HR firm, carry the evaluation of the Executive Director, reflecting our dedication to accountability at every level of the organization.

Our HR team also undertook significant actions to provide staff with everything they require to flourish at the NETWORK - the [Training Policy](#) helps us nurture skills advancement, and the [Conflict Resolution Policy](#) sustains our efforts to promote healthy relations. New frameworks related to information technologies, team meetings and individual follow-ups increases collaboration and streamlines our joint endeavor.

Finally, we have designed an extensive [offboarding procedure](#) based on employee feedback and IT security. This crucial step in the life cycle of our team enables us to nourish our organizational memory and secure our data, while gathering important knowledge to improve the overall employee experience at the NETWORK.

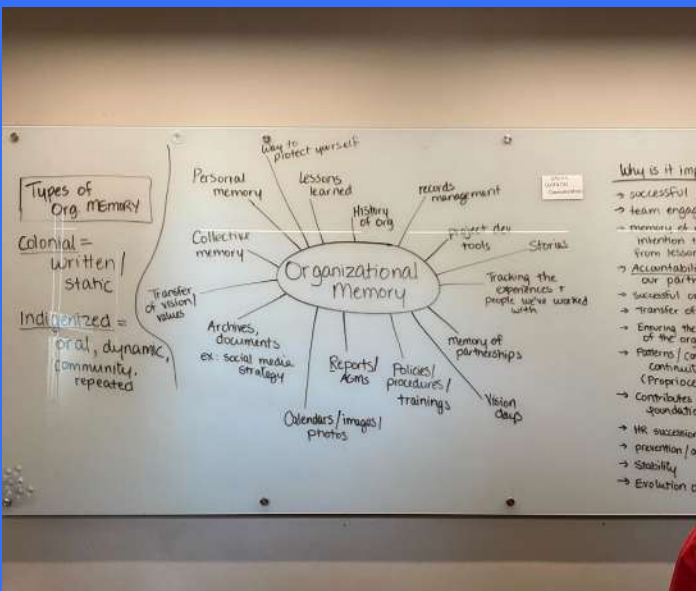




Hosting a Vision Day Around Organizational Memory

It is custom, at the NETWORK, to hold an annual visioning session with staff. This year, we prioritized organizational memory as collective knowledge and experiences that inform our work and promotes continuity. This is essential for project success, team engagement, and accountability. It ensures that the original intentions behind initiatives are not lost, that lessons learned are applied, and that knowledge is transferred across generations, contributing to the organization's sustainability. It also plays a critical role in onboarding new team members, tracking partnerships, and informing strategic decision-making.

While Western models of organizational memory tend to be static and documented, Indigenous approaches are often oral, dynamic, and adaptable, allowing for a more fluid transmission of vision and values. Therefore, for the NETWORK, maintaining strong organizational memory means finding the balance between oral and written traditions. This blended model was determined as an essential component to ensure that knowledge remains accessible, meaningful, and relevant across diverse learning styles and community needs.



YEAR IN REVIEW

2024
2025



The Montreal Indigenous Health Advisory Circle

This circle, also known as the **MIHAC**, aims for systemic changes in the health and social services sector, particularly in terms of service equity and accessibility for Indigenous communities. It informs and advises the *Department of Public Health*, the *Centre Intégré Universitaire de Santé et de Services sociaux* (CIUSSS) and other government agencies. The MIHAC also advocates for safe access to health care services for Indigenous peoples in Tiohtià:ke by issuing updates, recommendations and calls to action.




20 Members

3 Meetings

The Members of the MIHAC are:

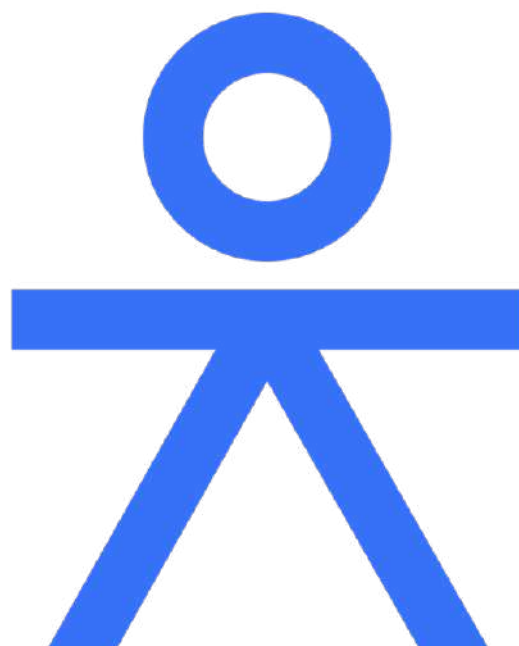
Quebec Native Women, the Indigenous Health Centre of Tiohtià:ke, Projets Autochtones du Québec, the Native Friendship Centre of Montreal, the Indigenous Support Workers Project, the Southern Quebec Inuit Association, Makivik, the First Peoples Justice Center of Tiohtià:ke/Montreal, Native Montreal, Qavvivik - Inuit Family and Community Health Centre, Tasiutigiiit, Rising Sun Childcare, Résilience Montréal, Refuge Mitsuap Montréal, Tshuapamitin, the Women's Center of Montreal, Doctors of the World, the Open Door Montreal, Chez Doris and the Direction de la Santé publique régionale de Montréal.



Getting Together for a Major Forum

This year, the MIHAC members were invited to attend the **Forum of Local Tables on Urban Accessibility for Services to Indigenous People**, held in Quebec City on November 25, 26 and 27. Organized by the *Secrétariat aux relations avec les Premières Nations et les Inuit*, this provincial wide meeting proposed discussions on the themes of racism, cultural security and accessibility to services, as well as working groups with professionals in the fields of education, health, justice, and more.

Our Executive Director, Leilani Shaw, gave a presentation that highlighted the realities of the urban Indigenous communities in Tiohtià:ke, and that advocated for the organizations that serve them. To enhance the accessibility of this event, the NETWORK sponsored the participation of the following partner organizations: the **Southern Quebec Inuit Association**, the **Indigenous Support Workers Project**, and the **Open Door Montréal**.



The Health Navigation Task Force

The Health Navigation Taskforce is a sub-committee of the **Montreal Indigenous Health Advisory Circle**. It aims to strengthen culturally safe and accessible front-line navigation services for Indigenous communities in Tiohtià:ke. Its priorities include reinforcing culturally safe practices, building collaborative navigator networks, and gathering knowledge to inform training tools and service improvements.

The Members of the Health Navigation Task Force are:

Projet Autochtone du Québec, Qawivik - Inuit Family and Community Health Centre, the Indigenous Support Worker Project, the Indigenous Health Centre of Tiohtià:ke, Doctors of the World, the Open Door Montréal, the Montreal Women's Center, Chez Doris, Makivik, the Native Women's Shelter of Montreal, Native Montreal, Plein Milieu, the Native Friendship Centre of Montreal, Refuge Mithuap Montréal, the CLSC de la Visitation, the Centre hospitalier de l'Université de Montréal (CHUM), the Notre-Dame Hospital, the Montreal General Hospital and the Montreal Children's Hospital.

Creating a Community of Practice

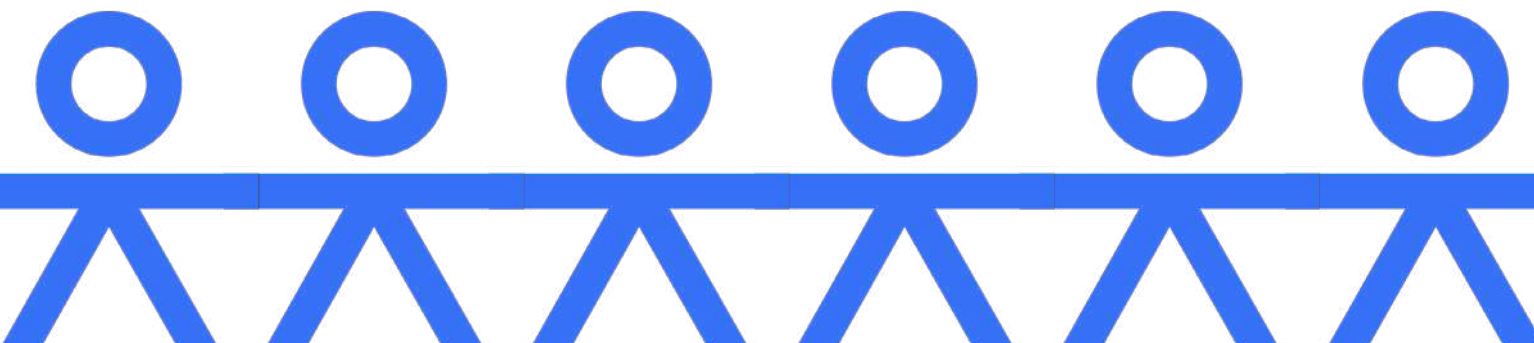
While the initial plan was centered on developing training materials for health navigators, it became clear that a deeper understanding of their roles, needs, and challenges was required first. In the spirit of participatory action research and Indigenous evaluation, navigators were invited to participate as co-creators of knowledge, gathering evidence to develop a strategy for program improvement, collaboration and advocacy.

The project evolved in response to emerging needs identified through research. Issues such as navigator isolation, burnout, and collaboration gaps surfaced as priorities to address. The launch of the first **Community of Practice** meeting was chosen as an immediate supportive action, and measures to strengthen communication processes, address information privacy, and develop strategies for improved coordination were also discussed. We are now developing the **Indigenous Health Navigation Bundle**: a toolkit designed to support navigators with onboarding, ongoing practice and wellness needs.



13 Indigenous Organization Leaders Consulted

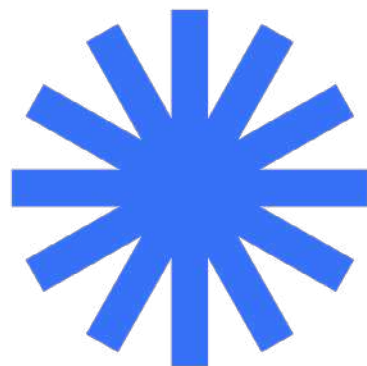
12 Health Navigators Participated

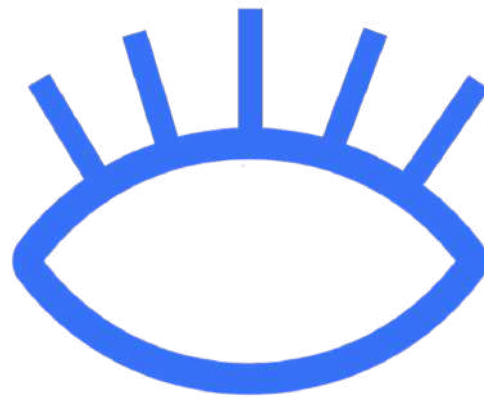


Eyes Wide Open Event

Nearly 300 people were present on April 25th at the [Eyes Wide Open Event](#). Following an opening by Elder Tealey Ka'senni:saks, we launched a report titled [From Our Eyes to Yours](#), the NETWORK's third report focusing on the challenges faced by Indigenous people experiencing homelessness in Tiohtià:ke and the organizations that serve them. Attendees from the Indigenous community, institutional and governmental sectors joined the important discussion surrounding homelessness lived by our community members. The report's [41 recommendations](#) on the themes of funding, Indigenous governance, culturally-appropriate support, housing and more, acted as a trampoline for rich conversations about solutions and next steps.

The event was catered by Chef Swaneige Bertrand, hosted performances by Thomasina Phillips, Tee Cloud, and Akawui, and included a market space highlighting eight Indigenous vendors. Speeches underlining governmental efforts in the field of homelessness were given by Caroline Dusablon of the [CIUSSS du Centre-Sud-de-l'Île-de Montréal](#), and Ian Lafrenière, of the [Secrétariat aux relations avec les Premières Nations et les Inuit](#) (SRPNI). Minister Ian Lafrenière [officially announced the delivery of \\$4.6M in project funding that would be distributed by the NETWORK to programs that offer direct services for Indigenous community members experiencing homelessness.](#)





In the afternoon, organizations that benefited from the new funding stream took the stage to present their initiative to address homelessness experiences by Indigenous community members. In total, [14 projects](#) were shared with the public, such as initiatives for food security, health support, housing and shelter, homelessness prevention, and more.

Through a feedback survey, attendees expressed great satisfaction with the logistical organization of the day, the opportunity to connect and network, as well as the positive spin of the event that enabled guests to celebrate successes in the community. Collected responses reveal that guests gained learnings on new projects led by Indigenous organizations, as well as a better understanding of the magnitude of the work undertaken by the sector.

What I enjoyed the most about the event? Seeing and being in community, remembering that there are so many people working towards the same goal, and hearing about other organizations' projects.

— Event attendee

The Mental Health Program

Funded by the *First Nations and Inuit Health Branch* (FNIHB), the Mental Health Program aims to promote well-being in the workplace and prevent burnout in the Indigenous sector. The NETWORK provides access to mental health support services for front-line staff working in Indigenous and Indigenous-serving organizations in Tiohtià:ke. Interested individuals can register on our website, and our team takes care of matching them with a caregiver providing one of three following types of services : **Elder Support**, **Psychotherapy** or **Art Therapy**.



\$ 98,635 spent on support request

85 clients

704 sessions

40 caregivers



Organizing a Sectoral Land-based Training

Frontline workers operate under immense pressure, navigating complex social realities while providing critical care and support. Yet, despite the vital nature of their roles, many face a persistent lack of accessible, relevant, and culturally safe resources to sustain their well-being and professional development. To help address these challenges, the NETWORK is planning a three-day sectoral training initiative to promote reconnection, renewal, and capacity-building.

Grounded in trauma-informed principles, the training will offer a supportive environment where lived experiences and knowledge are shared through a peer-to-peer learning model. The activity will propose tools to navigate secondary trauma and chronic stress, all in a process that is culturally safe, land-based, and fosters collective healing. We see this initiative as a way to encourage cross-sector dialogue and foster solidarity among diverse areas of frontline work.



Mobile Clinics

Access to identification documents (IDs) and governmental services remains a challenge in the community, especially when it comes to Indigenous peoples experiencing homelessness. It's in the spirit of improving that access that **Mobile Clinics** were created in partnership with several Indigenous organizations and governmental agencies.

The Mobile Clinics aim to increase accessibility to essential documentation for Indigenous peoples in Tiohtià:ke, alleviate the bureaucratic burden placed on front-line staff working in Indigenous organizations, and improve relationships between Indigenous communities and participating governments.

5 Mobile Clinics

312 Clients

112 Health Cards

87 Status Cards

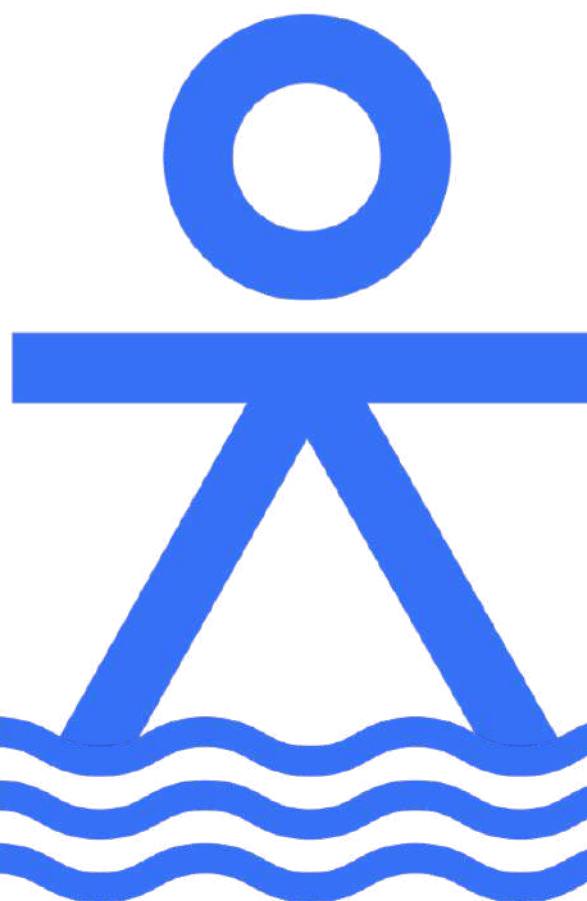
77 Birth Certificates

63 Tax Claims

Collaborating for Durable Impacts

After two consecutive years of coordinating the Mobile Clinics alongside Service Canada, the coordination of this initiative is now in the hands of *Service Canada* and the *First Nations Human Resources Development Commission of Quebec* (FNHRDCQ).

In 2024-2025, the NETWORK remained active in distributing funds allocated by the *Secrétariat aux relations avec les Premières Nations et les Inuit* to the host organizations, and in maintaining solid relations with governments to ensure the good development of this essential service. Our collaboration has sustained the five mobile clinics that took place at the **Native Friendship Centre of Montreal**, **Projets Autochtones du Québec**, and **Native Montreal**. We intend to continue playing this role in the next year as Mobile Clinics continue to answer critical needs in the urban Indigenous community.



Fiduciary Duties

Our long-lasting work to nurture good relations with governments, funders, and foundations has enabled us to gain trust as a community organization and to demonstrate high levels of accountability. As a result, the NETWORK has been mandated, on many occasions, to act as a fiduciary for its partner organizations in the Indigenous community sector.

This year, we have acted as a trustee for **Tasiutigiiit**, a non-profit organization that offers support to cross-cultural families of Inuit and First Nations children. Given the overrepresentation of Indigenous children in the child welfare system, Tasiutigiiit fills an important gap in terms of servicing Indigenous children and the families that are raising them. Having collaborated with them for many years, we support them with full confidence.

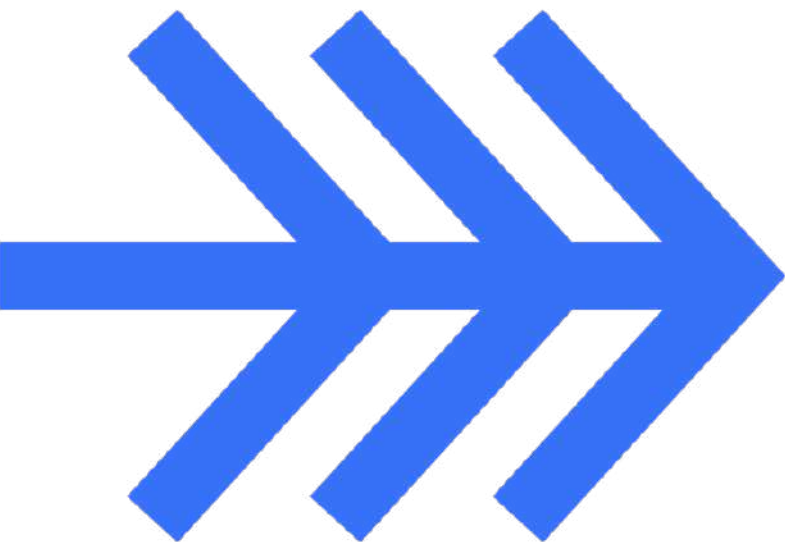


\$100,000 Transferred by Centraide
Collaboration Agreement of 1 year

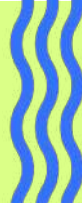


Essential Initiatives

The NETWORK plays a central role in sustaining community projects initiated by our partners. As a second line organization, our position allows us to gather information on the most pressing community needs and to advocate towards all levels of governments for financial support to address identified gaps. By coordinating discussion with partners, we collectively determine which projects to prioritize and how funds will be distributed. To reduce the administrative burden attached to government funding, our team provides strategic development assistance, conducts regular project check-ins, and fulfills reporting duties for the funds administered.



1. Distributing Winter Gear



\$100,000 Distributed

3,800 Community Members Served

10 Participating Organizations

The **Winter Gear Distribution Project** is in its fourth year of operation and aims to fill the gaps in community distribution services and to support the needs on the ground during the winter period. People experiencing homelessness require specific equipment to survive the cold, but organizations often do not have the financial capacity to respond to the demand for these essential goods. The NETWORK intervenes by distributing funds allocated by the **CIUSSS du Centre-Sud-de-l'Île-de Montréal**, to allow community organizations that work directly with Indigenous people experiencing homelessness to purchase and distribute winter gear.

This year, the following organizations enrolled in the program to build their own winter gear distribution projects:

Refuge Mitshuap Montréal, Projets Autochtones du Québec, Résilience Montréal, the Indigenous Support Workers Project, the Native Friendship Centre of Montreal, the Southern Quebec Inuit Association, the First Peoples Justice Center of Tiohtià:ke/Montréal, Plein Milieu, Chez Doris and the Open Door Montréal.

2. Addressing Service Gaps in Homelessness

Due to Indigenous overrepresentation in terms of homelessness, one of the NETWORK's advocacy priorities is to increase financial aid for organizations involved in serving community members facing or at risk of homelessness. Building a solid relationship with the **Secrétariat aux relations avec les Premières Nations et les Inuit** (SRPNI) has enabled us to coordinate the distribution of significant funding to assist Indigenous and Indigenous-serving organizations. This allows us to directly support the implementation of projects aimed at addressing homelessness prevention and respond to the needs of Indigenous peoples experiencing homelessness in Tiohtià:ke.



\$528,971.00 Distributed

11 Projects Supported



- 

Enhancing Nursing Services in the Street
Indigenous Support Workers Project
- 

Implementing Summer Measures
Refuge Mitshuap Montréal
- 

Taking Action to Face the Summer Heat
Projets Autochtones du Québec
- 

Addressing Food Insecurity
Southern Quebec Inuit Association
- 

Supporting Inuit Families with Heat Measures
Southern Quebec Inuit Association
- 

Building a Support Network for Elders
Qavvivik
- 

Improving Housing Wellness
First Peoples Justice Center of Tiohtià:ke/Montreal
- 

Offering Wrap Around Support with Wawegeedoon
Indigenous Health Centre of Tiohtià:ke
- 

Increasing Accompaniments for Community Members
The Open Door Montréal
- 

Fighting the Heat Waves
The Open Door Montréal
- 

Delivering Food Aid
Résilience Montréal

3. Improving Access to Health Services

As health disparities continue to affect Indigenous populations in Tiohtià:ke, and in light of [Call to Action 96](#) of the [Commission Viens](#), the [CIUSSS du Centre-Sud-de-l'Île-de Montréal](#) reached out to the NETWORK to coordinate the reallocation of important sums for projects addressing health and well-being gaps. With the needs of Indigenous peoples in Tiohtià:ke in mind, this partnership strived to increase the supply of quality health services that are continuous, accessible, and safe, through the development of culturally appropriate skills.

4. Strengthening Cultural and Emotional Supports

For the past few years, our numerous conversations with organizational partners and our research-based consultations with community members informed us that increasing accessibility to trauma informed cultural and emotional support was a necessity that needed to be addressed urgently. In fact, it was noted that negative experiences in culturally unfit facilities has hindered the desire of some community members to seek care when they needed it the most. With the help of [Indigenous Services Canada](#) and the [First Nations and Inuit Health Branch](#), the NETWORK was able to dispense financial aid to ensure the sustainability of essential emotional and cultural support programming in Tiohtià:ke.



\$718,945 Distributed

3 Projects Supported

-  **Reinforcing the Front-Line Indigenous Health Clinic**
Doctors of the World
-  **Endorsing the First Line Health Clinic**
Native Friendship Centre of Montreal
-  **Sponsoring the Health Support Program**
Qawvivik





\$270,000 Distributed

3 Projects Supported

-  **Providing Health Navigation Services**
Projets Autochtones du Québec
-  **Ensuring Access to Indigenous Health Navigators**
Doctors of the World
-  **Offering Peer Support services**
Indigenous Support Workers Project

5. Tackling the Housing Crisis

Launched in 2019, the purpose of the **Reaching Homes Strategy** is to solve the housing crisis by providing governmental support to urban, rural and remote communities to help them address their local homelessness needs. As demonstrated in the NETWORK's latest research on homelessness, the **From our Eyes to Yours** report, Indigenous individuals, families and communities in Tiohtià:ke are often lacking permanent or stable housing, as well as basic living conditions. To tackle this issue, a collaboration with **Housing, Infrastructures and Communities Canada** allowed the NETWORK to issue funding to support housing and homelessness prevention initiatives undertaken by Indigenous organizations in the metropolis.





6. Empowering Youth

In 2019, **Public Safety Canada** mandated the NETWORK to elaborate a tangible plan for crime prevention in Tiohtià:ke. We undertook this mission by conducting a research-based **STRATEGY for safety, well-being, and belonging**, that targeted improving service delivery for Indigenous youth in the city. Stories of lived experience shared by youth helped us pinpoint priorities to best address their needs and aspirations. For three consecutive years, with the support of **Public Safety Canada**, the NETWORK has been able to strengthen the spectrum of youth-focused programming with a special attention on youth in or aging out of foster care.



\$147,520 Distributed

4 Projects Supported

-  **Connecting Youth to Indigenous Cultures**
Tupiq A.C.T.
-  **Promoting Youth Wellness on the Land**
Native Montreal
-  **Supporting Youth Based Camp Thrive**
Tasiutigijt
-  **Mentoring Youth Through the Watershed Dance Project**
Native Montreal





\$1,000,000 Distributed

3 Projects Supported

 **Allocating Housing for Crime Victims**
First Peoples Justice Center of Tiohtià:ke/Montreal

 **Delivering Support Services in the Street**
Indigenous Support Workers Project

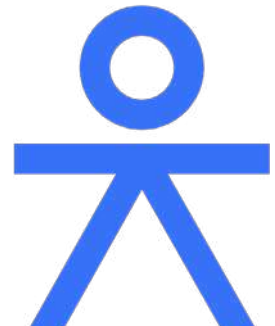
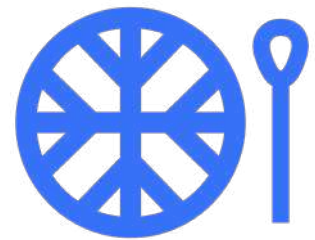
 **Striving for Food Justice and Poverty Reduction**
Southern Quebec Inuit Association



The Indigenous Organizational Advisory Table

The **Indigenous Organizational Advisory Table** (IOAT) unites leaders of the Indigenous non-profit sector to collectively address challenges faced in serving our communities effectively at the organizational level. The IOAT enables participants to network and forge partnerships, share best practices, engage in collaborative problem-solving in regard to building organizational capacity, and contribute to the success of future Indigenous organizations.

The active members of the IOAT for 2024-2025 are : Mikana, Native Montreal, daphne, the Indigenous Support Worker Project, the Native Women's Shelter of Montreal, Projets Autochtones du Québec, the Native Friendship Centre of Montreal and the Southern Quebec Inuit Association.



9 Meetings
8 Members



Building our Foundation

With the IOAT being newly established, a considerable part of our annual work was devoted to producing the fundamental documentation of the Table and to formalizing the ways in which we operate as an entity. Organizational priorities to be addressed in the coming months were outlined, including leadership, human resources and fundraising.

The focus for the upcoming year will be achieving one of the Table's main objectives: the development of the **Urban Governance Bundle**. This online bundle will be available to Indigenous organizations in Tiohtià:ke and will serve the purpose of building capacity and sharing professional tools within the Indigenous non-profit sector.



Food Safety: Thriving, not Surviving

Workers in the Indigenous urban sector are pouring incredible energy to enhance food security in Tiohtià:ke, and the NETWORK is taking it a step further. As food systems were both destabilized and appropriated through colonialism, direct impacts have been observed on the state of health of Indigenous peoples across Turtle Island. Food is holistic and transcends basic needs, as the social, cultural, and community belonging aspects of food also influence wellness in our communities.

Accordingly, the NETWORK's research-based project titled **Thriving, not Surviving** aims to move collectively from food insecurity to food sovereignty. The project's goal is to gather and produce evidence-based information that can address challenges, gaps and barriers towards making positive change and advocating for better food programming supports. This year, the NETWORK hired a project lead, established a timeline and produced a literature review. The focus of the coming year will be on conducting interviews, proceeding to a preliminary analysis, piloting a visioning through mapping session, and delivering a final report with clear recommendations.



**4 Research
phases**



**Currently
in Research
phase 2**



Strengthening Families

The **Strengthening Families Program (SFP)** is a universal, family-based intervention program that aims to increase protection within the family and decrease potential risk factors. The work of our team consists in adapting the program to the needs and realities of urban Indigenous families in Tiohtià:ke. To do so, we are considering the historical context of colonization and the resulting traumatic impacts on Indigenous families, as well as the consequences of attempted suppression and erasure of Indigenous forms of healing and communities.

This year, the NETWORK hired a program manager to conduct this action-oriented research. Our focus for 2025-2026 will be to support the development of an intervention-based model building on culturally relevant practices, family supports, community service learning, and healthy relationships.



**Present in 36
countries around
the world**



**15 SFPs under
implementation in
Canada**

The Indigenous Winter Market

The fourth edition of the **Indigenous Winter Market** took place on November 23 and 24, 2024, and was hosted by the **Southern Quebec Inuit Association** (SQIA), the **Native Friendship of Montreal** (NFCM), and the NETWORK. This two-day event enabled Indigenous community members to sell their crafts, get together, and see skills showcased by other peer artists.

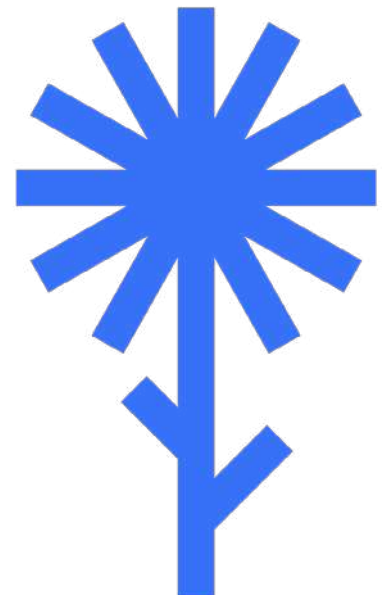
To reinforce this annual event, the NETWORK played an extensive role in supporting hosting organizations with event planning, communications and general logistics. The NETWORK was also able to provide a considerable financial contribution to help with the venue's cost as well as the rental equipment necessary for the event to take place.

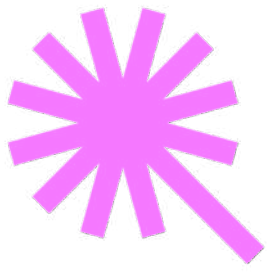
- ☀️ **51 Indigenous Artists**
- ☀️ **1,843 Guests Attended**
- ☀️ **\$ 2,083.09 Donated**
- ☀️ **\$35,000+ Generated in Revenue for Artists**



Raising the Bar

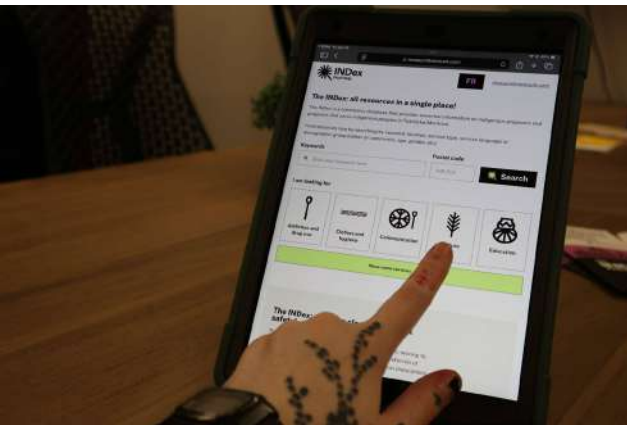
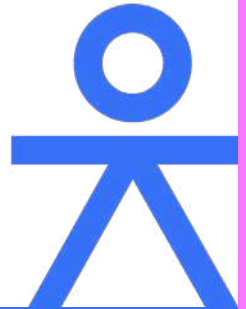
Initiated originally by SQIA, the Winter Market has grown steadily over the years, attracting increasing interest from both Indigenous and non-Indigenous populations in Tiohtià:ke and beyond. We are now looking into elevating the capacity of this popular event and implementing actions to ensure its longevity. Our vision for 2025 is to establish key partnerships that can support the growth of the Winter Market. Securing a venue that will enable us to welcome larger crowds and build strong relations with potential sponsors will help us attain our collective goal of making this community event shine to its full potential.





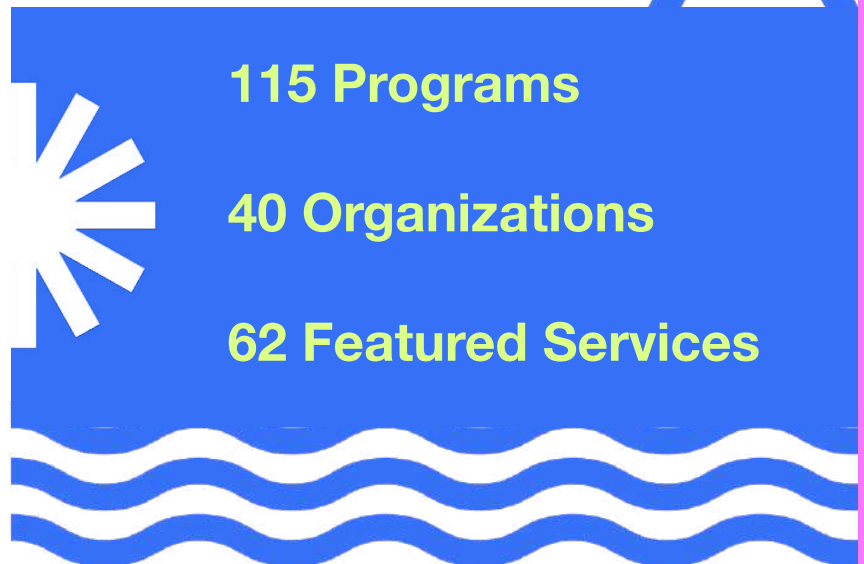
The INDex

The [INDex](#) is an online directory that provides essential information on programs that are free of cost and dedicated to Indigenous people in Tiohtià:ke. Web users and front-line workers can visit the INDex to search for resources by [keyword](#), [location](#), [type of service](#), [language of service](#) and [demographic group](#) (nation or community, age, gender, etc.). Ultimately, the INDex aims to promote cultural safety by providing community members with comprehensive and up-to-date information on programs designed specifically for them.



Going the Last Miles Before the Big Launch

It's been a productive year for the team building the INDex: we completed a rigorous consultation phase with all first-line organizations in the Indigenous community sector, tackled a multi-stage web development process, and shared with the public the pilot version of this innovative platform.



We then undertook a two-part evaluation phase. The first phase consisted of a quality control to ensure the platform's accessibility, the accuracy of the information presented, the reliability of translations, and the cultural relevance of the content. The second stage was a community evaluation meant to verify the user-friendliness of the INDex and help us understand how users navigate and interact with the platform. Service users and front line workers of the following three organizations participated in the community evaluation: the [Native Friendship Centre of Montreal](#), the [Southern Quebec Inuit Association](#), and the Iivritvik program of [Kativik Regional Government](#). Their collaboration has helped us find and correct errors early in the process to be able to finalize the INDex before the big launch coming in May 2025.

A Guide to Navigate NIHB

Understanding how to navigate the *Non-Insured Health Benefits for First Nations and Inuit* (NIHB) can be strenuous. In fact, the complexity of its operations has a major impact on the lives of its main beneficiaries. Challenges such as insufficient information and complicated administrative process, compounded by service providers' unfamiliarity with eligibility criteria can induce unjustified refusals. As a result, many First Nations community members and Inuit do not fully benefit from the services to which they are entitled.

Therefore, to support First Nations and Inuit members, as well as front-line workers and health professionals who work with these populations, the NETWORK is working on a *NIHB Access Guide*. Our objective is to improve the understanding of the NIHB programs and how they work, as well as provide referrals to resources that can offer support in this area. The ultimate goal is to reduce barriers to health care and promote equitable access by centralizing the information.

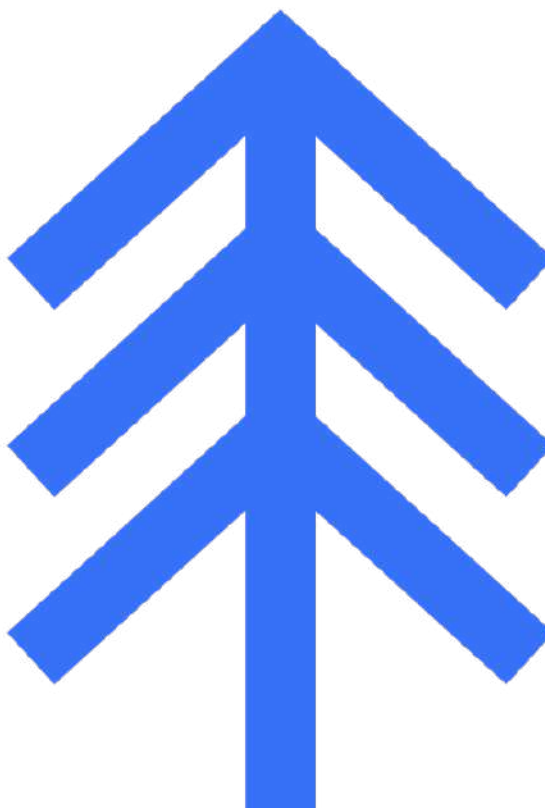
The guide contains important information on covered services, eligibility criteria, reimbursement procedures and timelines, support resources, and more. To ensure the guide's validity, we undertook a mixed-methods approach, including an exhaustive literature review, a series of consultations with NIHB representatives and front-line workers in the Indigenous sector, and a thorough data collection process based on sources from Indigenous government agencies and bodies in the health sector. To conclude the guide, the next steps will be to conduct a comprehensive review, produce an accurate translation and undertake a community evaluation.



**3 Work Sessions with
FNIHB Conducted**

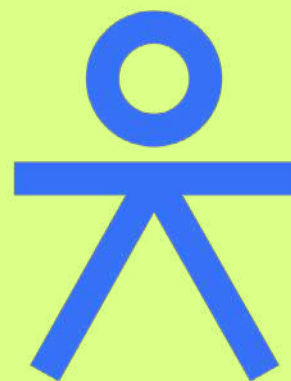
**4 Indigenous Governments
Consulted**

**6 First-line Organizations
Interviewed**



Communications Activities

Our communications activities aim to reach Indigenous community members, organizations in the Indigenous sector, as well as partners and potential collaborators. Happening mainly online, the NETWORK's communications intend to inform First Nations, Inuit and Métis community members and organizations on resources or opportunities available to them, and to communicate important organizational updates.



Reaching Out with Community Announcements

The [community announcements](#) section on our website continues to grow both in visibility and impact. Specifically designed to keep members of the Indigenous community in Tiohtià:ke informed of the opportunities available to them, such as job opportunities, events, training opportunities, etc. It also serves as a centralized space to help Indigenous organizations share the messages with their target audiences.

This year, we put together three community announcement campaigns. The first two highlighted events hosted by organizations in the Indigenous sector for the [National Indigenous Peoples Day](#), and for the [Truth and Reconciliation Week](#). The intent was to inform Indigenous people in Tiohtià:ke on where they can find community on these important dates. The last campaign, related to donations, strategically took place before the [Winter Holiday](#) and aimed to support our partners with their fundraising needs. Our team will reconduct these campaigns in the next year, as participation is high and partners show appreciation for these initiatives.

 **188** Community Announcements Shared

 **63 521** Views on Social Media

What do you know about the
**Truth and Reconciliation
Commission
Calls for Action?**

Que connaissez-vous sur les
**Appels à l'action
de la Commission
de vérité et
réconciliation ?**

Amplifying Our Voice on Social and Traditional Media

At the NETWORK, our work on social media and in traditional media aims to distribute valuable information with members of the Indigenous community in Tiohtià:ke, with partners and governments, as well as with potential allies. These platforms allow us to connect with a wider audience to share resources for the community, raise awareness, and provide organizational updates.

On social media, two publications stood out in terms of engagement. Firstly, the advertisement for the Indigenous Winter Market gained a lot of attention and helped us ensure great attendance for this important community event. Secondly, a post in honor of the **Truth and Reconciliation** week obtained significant traction, raising awareness on the Commission's Calls to Action and the need for prompt advancement in this area.

In the media, the NETWORK mainly addressed the subjects of homelessness experienced by Indigenous community members, the importance of cultural revitalization, and gaps in accessing health services for Indigenous peoples in Tiohtià:ke. Our strongest media relationships at the moment are with [APTN news](#) and [CBC/Radio-Canada](#).

Developing Resources on our Website

Our vision for the NETWORK's website is to provide Indigenous community members and organizations, as well as settlers interested in going the extra mile, with tools to reach their goals and aspirations. This year, a new resources list for community members looking for help with [employment assistance](#) was created, regrouping job search services, work integration programs, and occasional work opportunities in Tiohtià:ke. Our team has also built a list of [awareness-raising workshops](#) in the city to assist non-Indigenous people that wish to learn about Indigenous realities, leadership, and inclusion.

For the next year, Indigenous web users should be on the lookout for more lists of community resources on our website, notably in terms of [food security support](#) and [youth activities](#). Allies should also stay tuned as [Level 3](#) of the [Decolonial Toolbox](#) is about to be launched, offering the public deeper knowledge on territorial sovereignty, rights to self-determination, and Indigenous governance.



1074 Followers Gained

9941 Followers in Total

13 Media Appearances

We are on:

[Facebook](#), [Instagram](#) and [LinkedIn](#)



12 resources pages



2 created this year



3 in the works

Designing a New Donation Strategy

For the NETWORK, increasing donations also means increasing community support. Naturally, we want to grow this aspect of our mission so that funds generated through our charity become sustainable in assisting organizations that serve Indigenous peoples in Tiohtià:ke. For this reason, 2024-2025 marked the beginning of our investment in developing a donation strategy.

The strategy sets out goals to be reached over 3 years and presents guidelines for tabling at events, budgeting advertisement funds, posting on social media, procuring promotional material, and maintaining solid relationships with donors through frequent communications. We have already started implementing parts of this strategy by building compelling online campaigns, engaging with donors individually, and collaborating with Anishinaabe artist **Summer-Harmony Twenish** to create three illustrated postcards as incentives to give.

Our efforts are seemingly paying off, as donations for the last quarter of this year are 3 times higher than for the same period last year! Looking forward, the work ahead of us consists in creating tools to support allies that wish to fundraise on behalf of our organization, and in shaping a framework to clearly define NETWORK community microgrants and their applications processes.

I was connected to the NETWORK as a psychologist with the Mental Health Program, who provides services for Indigenous populations. Upon being invited to an event, which I couldn't attend, there was an invitation to donate, which I took the opportunity to do. I very much value the work of the NETWORK and hope my donation could help.

— Dale



Belonging by Summer-Harmony Twenish




Growing by Summer-Harmony Twenish



Wabigonikwewak by Summer-Harmony Twenish

Donations

Allyship can feel overwhelming, but that's where we come in! The NETWORK bridges government, community, and allies to ensure donations reach Indigenous groups and organizations promptly. While government funding has its place, it often comes with restrictions, administrative burdens and long delays. That's why donations and community fundraising matter. Charitable contributions help fill funding gaps and show real trust in Indigenous leadership.



\$12, 340 Collected
103 Donations
7 Monthly Donors



Funding Cultural Pride and Connections

With the support of donors, the NETWORK has been able to provide financial backing for two important cultural revitalization projects. The first, the **Buckskin Babes**, is a moose-hide tanning project undertaken by a group of Indigenous women in Tiohtià:ke. It aims to foster engagement with traditional cultural and spiritual knowledge in collaboration with Indigenous knowledge keepers and Elders. The second, an **Indigenous History Month Event**, took place on June 21st 2024 at **Projet Autochtone du Québec**. This community gathering offered cultural programming and shared meals for Indigenous people experiencing homelessness in Tiohtià:ke.



How Can I Donate?



Online at the following address:

www.reseautlnetwork.com/en/donate



By cheque, to the attention of the Montreal Indigenous Community NETWORK, including the full name and address of the person or entity to whom the official receipt is to be given. Mail it to:

P.O. Box 2568 Kahnawà:ke, QC J0L 1B0



Our Quebec Enterprise Number (REQ) is **1174512625**



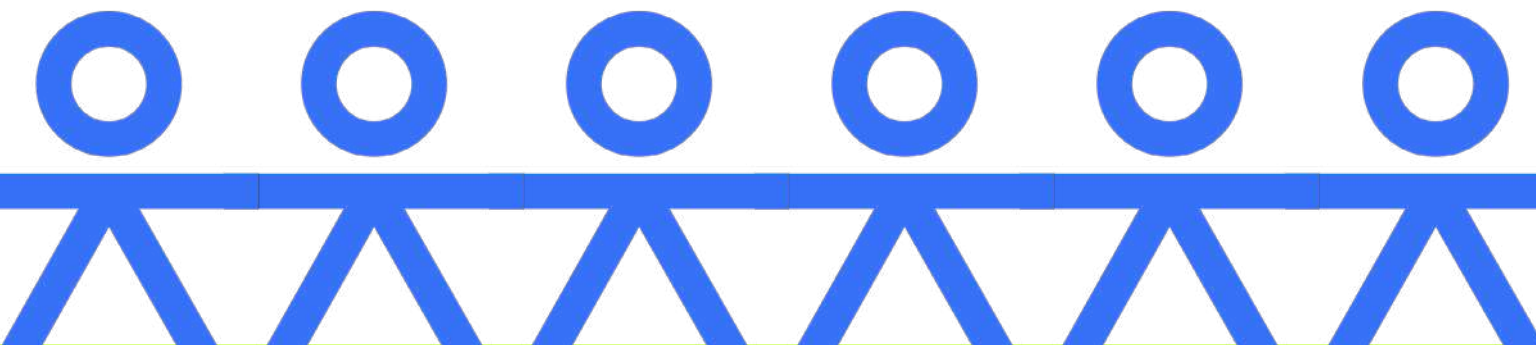
All donors will receive a receipt for tax purposes.

Financial Partners

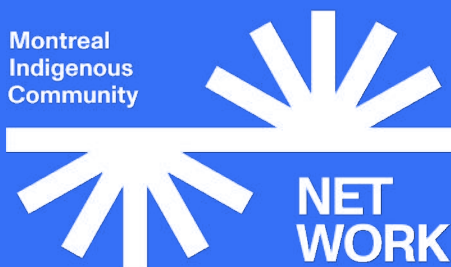
It is with the contribution of our financial partners that we are able to address community needs and sustain essential initiatives. Together, we can make change happen and deliver concrete results. We wish to thank the following partners for their valuable contribution :



The Centre intégré universitaire de santé et de services sociaux du Centre-Sud-de-l'Île-de-Montréal, the Fondation Lucie et André Chagnon, the Conseil des arts de Montréal, the Direction régionale de la santé publique, the Fondation du Grand Montréal, Indigenous Service Canada, Housing, Infrastructure and Communities Canada, the McConnell Foundation, the Ministère de la santé et des services sociaux, Public Safety Canada, the Secrétariat aux Relations avec les Premières Nations et les Inuit, Smart Cities Challenge, the Trottier Family Foundation, Centraide Of Greater Montreal and the Ville de Montréal.



Montreal
Indigenous
Community



Texts by the NETWORK team
Design by Johnny Boivin
Photos by Joni Bertrand and Johnny Boivin

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