

ANNUAL REPORT 2021/2022



COLLECTIVE IMPACT

SKÁTNE TEIONKWAKÀ:NERE



October 2022

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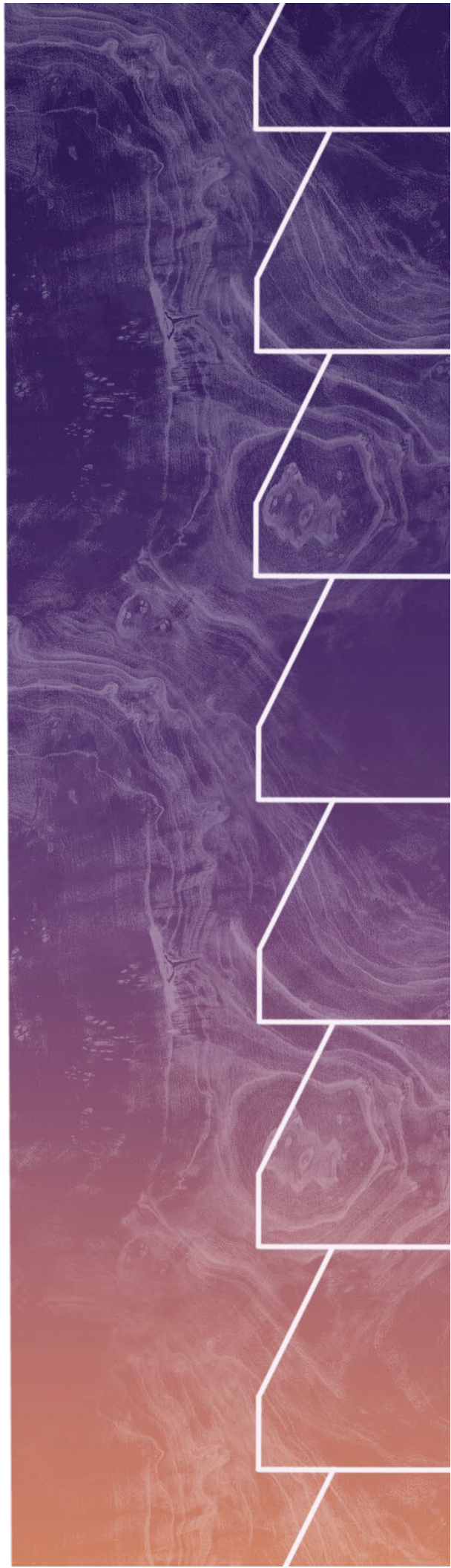
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Guiding Principles

The work of Kahnawake Collective Impact is guided by the following set of guiding principles and values:

- Make decisions considering the effects on: peace, nature, and 7 generations into the future
- Contribute to the overall wellbeing and success of the community
- Embrace a holistic approach
- Encourage Intergenerational Impact
- Honour Kanien'kehaka culture and beliefs
- Welcome, listen deeply, and learn from diverse perspectives
- Utilize community strengths and assets
- Use concrete data by drawing upon local data, evidence, and expertise





Kahnawà:ke's Shared Vision Statement

In 2029, Kahnawakehró:non know, understand and live our roles and responsibilities as Onkwehon:we. Onkwehonweneha (Kanien'keha) is the main language of communication in the home and community. Through our language and the daily practice of our culture we promote our strong collective identity. Kaianereko:wa with its teachings of skén:nen, kahsestehnsheha and kahni'konrí:io are our guiding principles.

Kahnawà:ke is a socially, politically and spiritually unified community. All Kahnawakehró:non respectfully co-exist harmoniously and peacefully in a clean and safe environment. We are a community of close-knit families maintaining our connection with each other; where elders are admired, treasured and called upon; where children are safe, provided guidance and loved. We are well on the path to healthy mind, body and spirit. We live and teach our spirituality through our ceremonies and festivals as a way of elevating our spirit.

Kahnawà:ke is an independent self-governing community in control of our opportunities. All people are treated equally. The people are the government and have a voice in the direction of the future. We are an economically self-sufficient community with an expanded land base, where individuals are provided opportunities and encouraged to succeed. All Kahnawakehró:non are well- and fully-educated in mainstream and Onkwehón:we philosophies, confident in who we are.

We live in respectful co-existence with the peoples of the world and Mother Earth. We protect and defend our determination and territory with decisions based on our principles. We are proud and confident about our future.

- *Visioning Committee, December 7th, 2009*

Skátne ionkwarihwanonhwé:'on iakwas ká:neks tsi naióhtónhake ne Kahnawà:ke

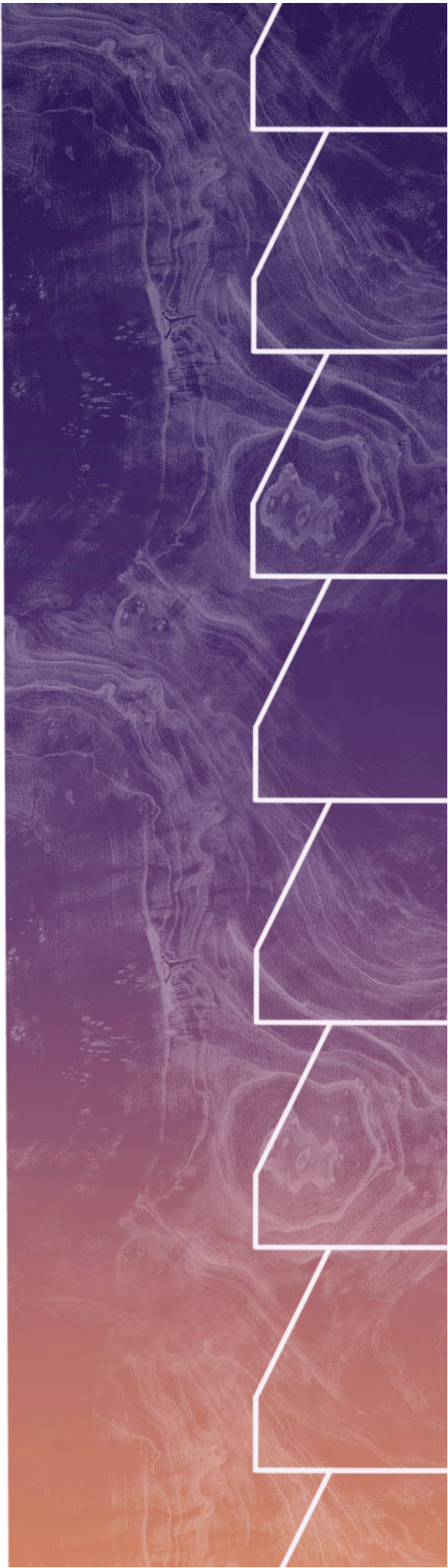
Nó:nen 2029, sheniohseratátie, akwé:kon ne Kahnawa'kehró:non ionkwatérién:tere tánon ieká:ien tsi ionkwa'nikonhraién:ta's tsi nahó:ten ionwaterihwaién:ni, ó:ni tsi niionkwarihò:ten tsi tionkwehón:we. Tho ní:ioht tsi tewatathá:wi. Kanien'kéha ionkwáthhare tsi ionkwanonhsó:ton tánon ne kanatakónhshon. Tsi teionkwáthhare ne onkwawén:na, tá:non tewatsterístha tsi niionkwarihò:tens, tho néntewe enionkwaia'tahnirónhake tánon tenwaterihwaré:ni tsi Kanien'kehá:ka nitewaia'tò:ten. Ne ionkwahá:wi tsi nahò:ten ionkwarihonnién:ni ne Kaianere'kó:wa né:'e ne Skén:nen, Ka'satsténhsera tánon Ka'nikonhrí:io.

Akwé:kon skátne í:ken ne Kahnawà:ke, tsi ní:ioht tsi teiakwatawén:rie, tsi ní:ioht tsi iohtentionhátie ne onkwakoráhtshera, tánon tsi ní:ioht tsi tionkwehtáhkwen ne onkwatónhsets. Akwé:kon skén:nen tsi tetewatá:ká:nere, tánon tetewaterihwakweniénstha. Iotenatátkweniens ne onkwaná:takon tánon iah káneka thé:nen teiótteron.Tewathwatsiranorónhkhwa, lentewakón:tahkwe skátne enkénhakwe tsi na'tetewátere. Ratiia'tanó:ron tánon iakhiniáhé:sen ne thofí:ien's. Iethi'nikón:rare, iethinorónhkhwa tánon ioiánere tsi iethiéhíá:rons ne iethiien'okón:'a. Iohahí:io tsi nia'onkwenonhátie, ionkwa'nikonhrakarí:te, ionkwata'karí:te tánon tewa'nikón:rare ne onkwatónhsets. Wehnéshtha tsi ní:ioht tsi tionkwehtáhkwen nó:nen entewatia'taró:roke tánon eniakwarihóhetste tsi niionkwarihò:ten's.

Iakwatathá:wi tánon í:'i tiakwanónhtons tsi ní:ioht tsi iohtentionhátie ne onkwakoráhsera ne Kahnawà:ke. Nok ó:ni ne thé:nen aonte'shenniáén:ta'ne ne ioiánere. Akwé:kon sha'tethonátte ne onkwehshón:'a. Onkwe'tà:ke nitewéhtha ne onkwakoráhsera, né:'e tewanónhtons tsi nonkwá:ti nia'onkwenonhátie. Iah ónhka tha'teithiká:nere ne aionkhiatohnhisákten. Kén:'en akwé:kon tkaniarotáhrhon. Kowá:nen ne onkwenhóntsa, tánon akwé:kon ne ón:kwe iakote'shén:naien ne aiontshenónnia'te. Akwé:kon ne Kahnawa'kehró:non ionkwateweiénston tsi nihotirihò:ten ne ákte niithoné:non, nek tsi tionkwehtáhkwen ne í:'i onkwanonhtonniónhtshera.

Iethirihwakweniénstha ne lonkhi'nisténha Tsi Ionhontsá:te. Iethirihwakweniénstha ó:ni akwé:kon ne onkwehshón:'a ne skátne tewanákere tsi ní:wa tsi ionhontsá:te. Entewanónhstate ne Onkwanakeráhsera, tánon í:'i tsi nitewanonhtonniónhtsherò:ten enwátston ne thé:nen ia'tenkarihwaién:ta'ne. Tewaná:ie tánon tiótkon ohén:ton ia'tetewaká:nere.

- Iakwaská:neks tsi naióhtónhake ne Kahnawà:ke 07/12/2009





Priority Areas

In 2019, KCI's Steering Committee members presented the following six (6) priority areas to community members.

- Language and Culture
- Food Sovereignty
- Wholistic Health and Wellness for Youth
- Community Plan to fulfill our shared visions
- Economic Development Strategy
- Kahwa:tsire - a Family resource for New and Expecting Parents

In 2019 at the Community Open House, community members further identified 3 priority areas as starting points for KCI's work. Through Action Teams, significant advancements have been made in a number of these priority areas.

The first three Action teams were launched in early 2020: Food Sovereignty, Language & Culture, and Wholistic Health & Wellness For Youth.

By the end of 2020, the Community Plan to fulfil our shared vision became the 4th active priority area. These next pages describe the progress that has been made over the course of the year starting from April 1st, 2021 to March 31st, 2022.

Language & Culture

LANGUAGE AND CULTURE ACTION TEAM

- From April 1st, 2021-March 31st, 2022, The Language and Culture Action Team met a total of 14 times.
- Most of their meetings took place between April-September and a handful of meetings in early 2022.
- The Action Team had 6 active members from 2021-2022 and welcomed two new members towards the end of this period

LANGUAGE AND CULTURE MENTORSHIP PROGRAM

The work of the Language & Culture Action Team has been centered around the planning, development, implementation, and evaluation of the Pilot Language and Culture Mentorship Program.

The purpose of the Language and Culture Mentorship Program is to facilitate learning through interaction, collaboration, communication, and a team approach to language and culture learning and documentation. Each team is composed of advanced second language learners (apprentices) with first-language speakers (Masters). An objective of the program is to transmit valuable language and culture knowledge and sustain language and culture fluency in the community. Master-apprentice teams meet on their own time, pace, setting and schedule.

In 2021, the language and culture Action Team piloted the Language and Culture Mentorship Program; This pilot started in June 2021 and ended in September 2021 and included 5 pairs of mentors and apprentices who completed a minimum of 6 hours of mentorship a week for the duration of 10 weeks. These mentorship sessions were recorded and logged by the apprentices to be reviewed and listened to to further their language learning.

About the Apprentices

- Apprentices ages ranged from 26-40 years old.
- All had graduated from an adult immersion program within the last 4 years
 - 3 from Ratiwennahni:rats Raotitiohkwa (Kahnawake)
 - 2 from Onkwawen:na Kentyohkwa (6 Nations)
- All had interests in language revitalization on both a personal and professional level



Language and Culture Mentorship Program: Project Timeline

2020 APRIL TO JULY
Early Research and Planning

JULY
Creation of the Kahnawà:ke Language and Culture Mentorship Program Handbook

2021 APRIL 26TH
Pilot Program Launched:
Application Process Opened

JUNE 3RD AND 4TH
Applicants Interviewed

JUNE 11TH
Applicants paired with Mentors

JUNE 28TH
Opening Ceremony to kick off the 1st week of the Program

AUGUST 13TH
Mid-Program gathering with all the Mentors and Apprentices

SEPTEMBER 5TH
Final week of the Program

SEPTEMBER 17TH
Closing ceremony and end of the Program celebration

- All rated Advanced-low to advanced-high in Kanien'keha proficiency
- 4 female apprentices, 1 male apprentice
- 3 applied with a mentor already in mind

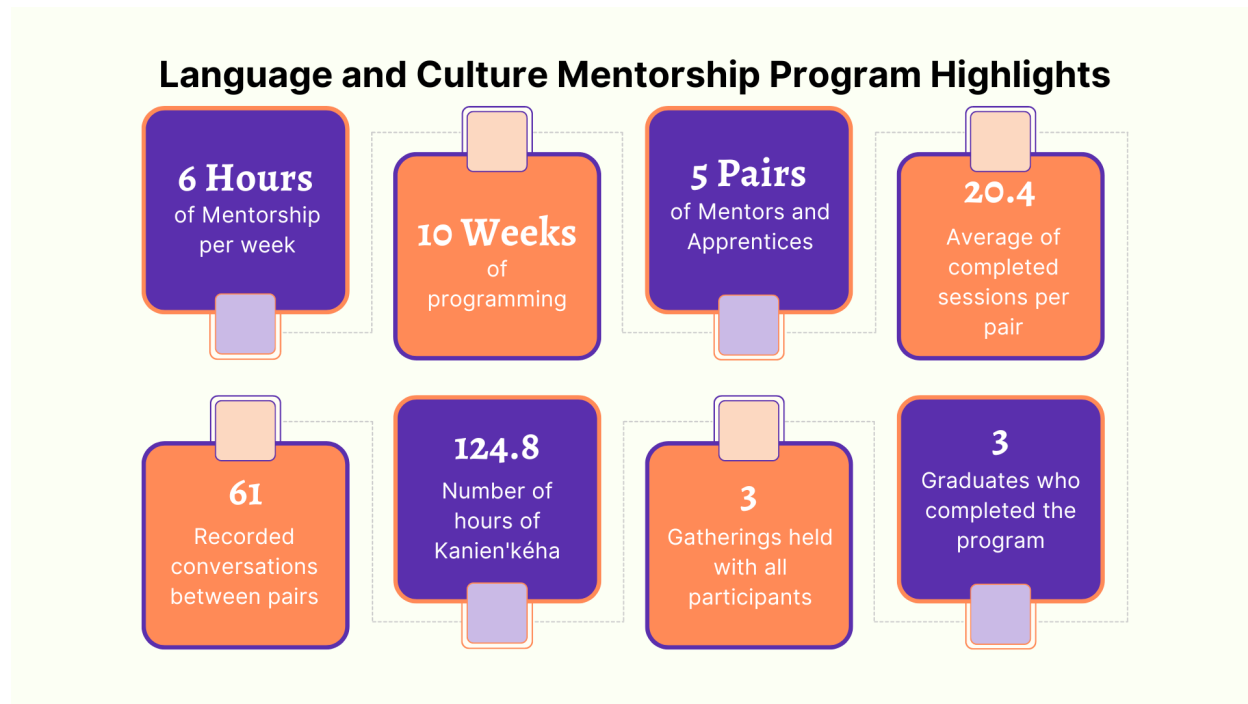
About the Masters/Mentors

- 7 mentors participated in the program
- Each apprentice worked with 1 primary mentor, however some changed mentors or worked with a different mentor for special circumstances
- A list of mentors was drafted for apprentices who didn't indicate their mentor in their application this was derived from the Elders Connectivity Survey conducted by the MCK

Elders Connectivity Survey

- Of the 47 elders who participated, 13 elders were interested in language mentoring and 12 were somewhat interested in language mentoring
- Information from this survey was also used to determine the levels of familiarity and comfort using various communications forms (email, cellphones, landlines, etc) and help match master and apprentice pairs

based on their mutual preferred communications methods



Data Collection & Evaluation:

Data from the Language and Culture Mentorship Program was collected through a variety of ways

- Data collected through virtual pre-program interviews with each apprentice
- Data recorded during the pilot from individual and group check-ins including but not limited to: halfway-point gathering and closing ceremony discussions
- Data collected from an exit survey from the participants

Towards the end of the program, apprentices and mentors were asked to complete a questionnaire on their experiences. The exit survey included:

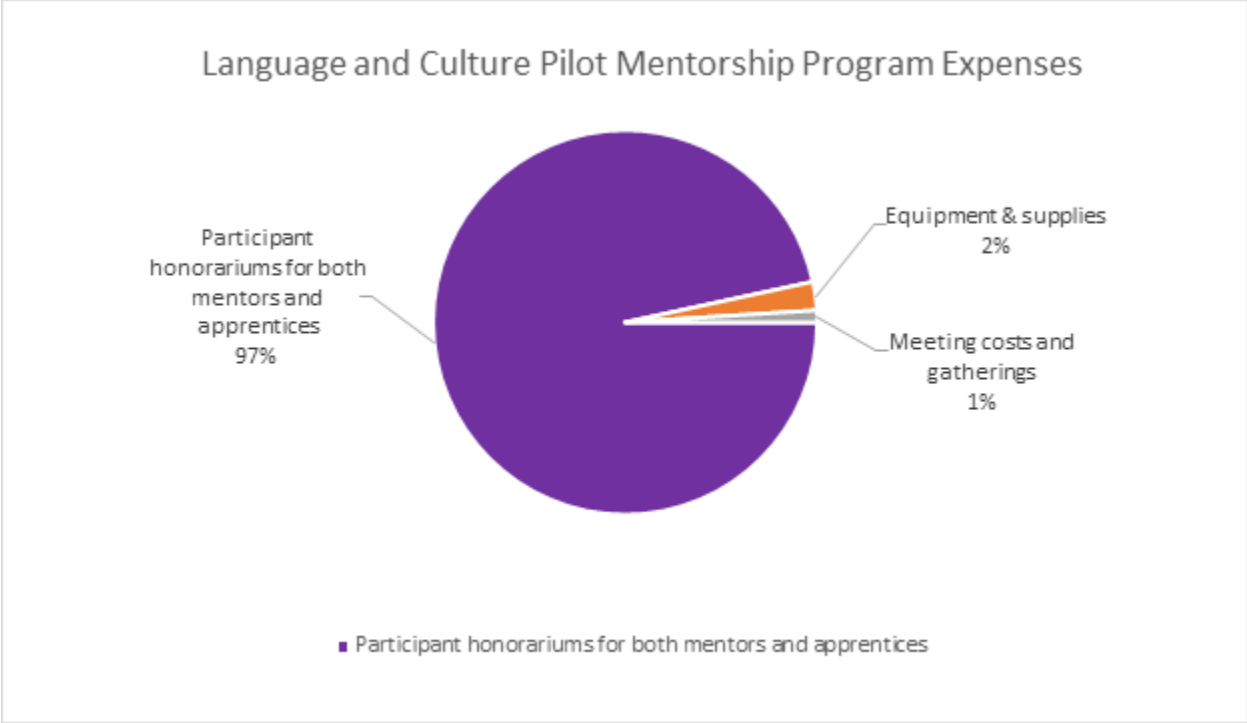
- 1) A self-assessment component for participants to share possible impacts on their Kanien'kéha proficiency levels
- 2) Questions related to the structure and format of the program
- 3) Open-ended questions to gather other forms of feedback and recommendations

LANGUAGE AND CULTURE MENTORSHIP PROGRAM FEEDBACK AND RECOMMENDATIONS

Impact on Kanien'keha Proficiency	<ul style="list-style-type: none"> • Participants expressed that they felt the program helped improved their pronunciation • Participants left the program with noticeable advancement in proficiency as observed by their peers
Structure of the program	<ul style="list-style-type: none"> • Participants expressed a desire to work with a variety of different Mentors <ul style="list-style-type: none"> ◦ some suggested a rotation of elders ◦ some suggested more interaction between mentorship pairs • Most recommended building in more opportunities to meet and learn from other pairs in the program • Several participants had a hard time setting specific and targeted language goals for the program • Several participants expressed difficulty in planning and designing immersion sets for each language session • Several expressed that 6 hours of mentorship a week was enough time to contribute to their learning proficiency • Both mentors and apprentices felt that they appreciated being able to schedule their own sessions according to their own availabilities and meeting preferences • Some expressed a desire to have mentorship to improve their written proficiency (in addition to oral proficiency)
Support & Access to resources	<ul style="list-style-type: none"> • All pairs expressed a need to have more support and guidance including: <ul style="list-style-type: none"> ◦ Access to trainings and workshops ◦ Sample lesson plans, learning guides, and resources to help structure and design their sessions • frequent check-ins
Logistics	<ul style="list-style-type: none"> • Several participants appreciated recording their sessions but expressed technical difficulties or noted that recording dialogue wasn't compatible across all immersive settings • Some suggested having the option to use written journaling instead of audio recordings

Pilot Program expenses:

Overall expenses for the pilot Language and Culture Mentorship program came to a total of \$14,443.00. This figure does not include numerous in-kind contributions from Action Team members that supported the program like providing professional advice and services, use of venue, transportation, etc.



OTHER LANGUAGE & CULTURE ACTIVITIES IN THE 2021-2022 FISCAL YEAR

The Quest for a Language and Culture Coordinator

Over the course of the last two years, KCI support staff and the Language and Culture team made numerous attempts to recruit a coordinator, these efforts included:


- posting the coordinator role 3 times (with minor revisions)
- interviewing four candidates
- making job offers to two candidates (both did not accept)

On the fourth attempt:

- KCI staff reached out to past candidates to get feedback about the hiring process, especially those who turned down the role
- Rewrote the entire Job Description and revised the interview process
- The changes resulted in 7 promising and qualified candidates, and in January of 2022 the position was finally filled.

Kanien'keha Self Guided Learning Group

- Launched February 2022
- Concept was simply to connect community members with language resources by giving them Kanien'keha books and dictionaries.

- 
- Grew to include a virtual support space and turned into the Self-Guided Learning Group: an 8-week virtual support space for aspiring language learners.
 - Registration for the group opened on February 14th and had to be closed early due to overwhelming interest.
 - KCI received 109 registrations, but was only able to accept 25 learners.
 - The group began meeting on March 1st and will continue to meet into the 2022-2023 fiscal year.

PLANNED ACTIVITIES FOR 2022-2023 FISCAL YEAR

- 1) Finish the Self-Guided Learning Group
- 2) Incorporate learnings, and launch a new cohort for the Language and Culture Mentorship Program

Food Sovereignty

FOOD SOVEREIGNTY ACTION TEAM

- Action Team members met 7 times
- At the start of the year, there were only 2-3 people participating in the meetings, by the end of the fiscal year, there were meetings with up to 14 people in attendance
- 4 new members
- 6 members who had been inactive for over a year returned
- In total, the Action team has approximately 14 active members and a few other participants who aren't active in meetings but who stay up to date via email

FOOD SOVEREIGNTY ACTIVITIES

Evaluation & Assessment

In March 2021 of the previous fiscal year, Kahnawake Collective Impact collected feedback from community members regarding their experiences with food sovereignty-related activities. This evaluation was done through an online survey that was written and designed by Treena Delormier and Jasmin Leung. The survey included 23 questions and contained a mix of multiplechoice questions as well as open-ended questions. Analysis was done this fiscal year in the spring and the results were presented internally to the Food Sovereignty Action Team.

A brief report summarizing the findings of the survey was later published online and circulated through social media. Suggestions for improvement included:

- Providing more educational workshops and resources
- Hands on workshops
- More language and culture infused in Food Sovereignty activities and programs
- Better scheduling and support for the home gardens
- Better working conditions for the garden workers

Kahnawake Collective Impact and the Food Sovereignty Action Team is making a more conscious effort to incorporate this feedback into its work.

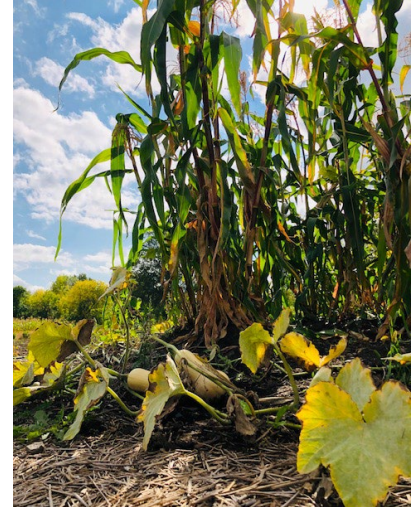
3 Sister's Mound Garden

The 3 sister's Mound Garden returned for its second season. This year the garden featured 15 mound gardens and roughly an acre of white corn.

The garden team was composed of a handful of dedicated workers:

- Two summer students
- 3 Garden Workers
- 1 Garden Manager

The garden season started in early May and wrapped up by November. Produce from was given to community members and shared with the Kateri Food Basket. The garden was also featured in an episode of First Peoples Kitchen on APTN that aired in March 2022.



Harvest Workshop Event

On October 2nd and 3rd, the Food Sovereignty Action Team hosted its second annual Harvest workshop event in the 3 Sisters Garden. More than 30 community members took part in the harvesting, husking, and braiding of corn. Community members took corn braids home and the remainder of the corn braids were hung in the garden's new corn crib to be dried for corn flour and/or kept for seeds for next year's garden.



Seed Conference

The Food Sovereignty Action Team hosted its first seed conference in November 2021. The two-day conference took place at the Mohawk Trail Longhouse and included 5 guest speaker presentations, a panel discussion, and seed swap.

Presenters: Terry-Lynn Brant, David & Mary Arquette, Valerie Gabriel, and Archie Bomberry.



Due to gathering restrictions, space was limited. Audio from the presentations was recorded in order to share the knowledge with those who could not participate in the conference. Once edited, these recordings will be made available to the community.

When asked what they liked about the event, a couple of participants responded:



"This forum showed that there is hope for a positive future, we have the knowledge, the will and the ability to succeed."

"I really got a lot out of it. I also liked the seed giveaway; I have new varieties to try next year."



Tiohnhékwen Series

The Tiohnhékwen Series is a series of online and radio shows that started in 2020. The series was originally intended to be a series of hands-on and participatory garden workshops for community members.

Due to gathering restrictions, this turned into a series of online conversations and eventually grew to include appearances on K103.

From April 2021 to September 2021, a total of five Zoom conversations and k103 radio appearances were made, the Zoom conversations were also broadcasted through Facebook live.

Other Food Sovereignty Activities:

- In November 2021, KCI published a 7-minute video about the 3 Sisters Garden and Harvest Workshop. The video was produced by Greyscale Advertising Solutions.
- In the fall, the Food Sovereignty Action Team adopted a new Logo. The logo was designed by Cheryl Delaronde.

PLANNED ACTIVITIES FOR 2022-2023 FISCAL YEAR

- Publish audio series from Seed Conference
- Provide more learning opportunities for community members

Wholistic Health & Wellness Initiative for Youth

WHOLISTIC HEALTH & WELLNESS FOR YOUTH ACTION TEAM

Action Team Members		
	2020-2021	2021-2022
Action Team Members	10 Total • 5 youth • 5 non-youth	10 Total • 10 youth • 0 non-youth
Returning Members	-	4
New Members	10	6

*The WH&W met for the first time in 2020, hence why there are no recorded returning members

Action Team Meetings		
	2020-2021	2021-2022
# of Meetings Held	3	8
Average # of Participants/Meeting	4.33	3.88
Lowest Number of Participant Turnout	1	0 (1 meeting)
Highest Number of Participant Turnout	6	6

WHOLISTIC HEALTH & WELLNESS FOR YOUTH ACTIVITIES IN 2021-2022

From 2021 to 2022, Kahnawake Collective Impact and the Wholistic Health and Wellness Action Team pursued a number of activities and initiatives to build relationships and trust with local youth. In addition to that, a considerable amount of time was spent building more visibility with youth through outreach and participating in events. There was also a focus on learning about the interests of Kahnawake youth. Kahnawake Collective

Impact considers these activities the first steps towards building the 1-year Wholistic Health & Wellness Initiative to prepare youth for life that was presented to community members at the September 2019 Open House. The next steps will be to build more collaborative relationships and to develop a condensed pilot program designed by youth.

Workshop & Event Series

From the period starting August 2021 and ending March 31st, 2022, twelve workshops were held for youth aged 15 to 29.

The objectives of the workshops were to:

- Provide opportunities for youth to build skills
- Promote education & awareness on a variety of topics
- Promote cultural knowledge & skills
- Reduce social isolation
- Provide opportunities for KCI to build relationships with youth and for KCI to gain more information about the interests of local youth

Of the 12 workshops:

- 6 of those workshops were in partnership with Nurturing Healthy Growth (NHG) – For example, Tioweró:ton Foraging trip, Midwinter Ceremony Teachings, lawekon Fresh, etc.
- 5 were presentations and/or discussion based
- 7 of them involved hands on skill building, like Orange shirt day screen printing, Sexual Health Series, Self-defence skills
- 7 were in person and 5 were online
- 3 were held outdoors and incorporated land-based learning

Moosehide Camp

From March 8th to March 18th, 2022, Kahnawake Collective Impact hosted a two week Moosehide Tanning Camp at the Kahnawake Survival School (KSS) campus. The purpose of the moosehide camp was to give local youth the opportunity to participate in land-based learning and to encourage the revitalization of traditional hide teachings and techniques.

- The camp ran for 10 days
- The camp was open to both KSS highschool



students and community volunteers

- Average of 30 students participated each day
- Most of the students participated through KSS's Haudenosaunee Food & Environmental Sovereignty course
- On the last couple of days, moose stew was offered to students and volunteers
- Knowledge was shared from both community enthusiasts as well as the Buckskin Babes Collective



Feedback was collected from the participants about the Moose Hide Camp and land-based activities in general. Feedback was gathered from 19 individuals including: 9 KSS students, 1 teacher, 5 community members under the age of 35, and 4 community members over the age of 35.

- 80% said they learned new skills
- 100% said they would like to see KCI offer more workshops like this
- 66% wanted to learn more about KCI's action teams and priority areas
- One community member expressed "Nia:wen for including this learning opportunity available to the students of the Haudenosaunee Food & Environmental Sovereignty course"

Holiday Pop-up Market

On December 14th, 2021, the Wholistic Health and Wellness Action Team hosted a Holiday Pop-Up Market for youth artists, artisans and entrepreneurs. The event took place at the Kahnawake Collective Impact office. The purpose of the event was to give young entrepreneurs and artists a chance to share and sell their work with the community.

- 14 youth vendors participated (ages 13-35)
- 100 + Community members attended and supported the young local entrepreneurs
- Some youth vendors became action team members after participating in this event



PLANNED ACTIVITIES FOR 2022-2023 FISCAL YEAR

- Continue offering more learning and capacity-building opportunities for youth
- Co-develop a 12-week pilot Wholistic, Health & Wellness program to prepare youth for life
- Host a youth summit



Community Plan to Fulfill our Shared Vision

MY KAHNAWÀ:KE

In late 2020, the KCI Steering Committee made the decision to start its fourth priority area: the development of a Community Plan to Fulfill Our Shared Vision. The need to begin this work came through the acknowledgement of and alignment with similar work already being conducted through Comprehensive Community Planning, now renamed MyKahnawake.

The MyKahnawake project includes many components. Those that have been identified and are in progress include:

- The mid-point survey to community members expressing their thoughts on the progress towards the 2009 community vision statement
- Investing in Trauma-informed training for all decision-makers and eventually all community organizations
- Aligning new and existing community strategies
- Improving information sharing and data sharing with those engaged in strategic planning and development and eventually creating a shared local data library

Thus far, KCI's contributions have predominantly been focused on participating in and coordinating with existing efforts. Several presentations and updates have been given to the KCI Steering Committee.

Youth Voices

More recently, Kahnawake Collective Impact has started efforts to provide opportunities for continues community engagement and dialogue. In February 2022, KCI started Youth Voices, a monthly discussion forum for Kahnawake Youth to have discussions on various topics in the community. The topics follow the Kahnawake Portfolio Structure.



KCI hosted two Youth Voices sessions in early 2022 on the topics of environment and culture & identity and intends to continue hosting Youth Voices for the foreseeable future. Data gathered through these sessions will be used to produce a Youth Voices Report and will be shared directly with a number of stakeholders.

PLANNED ACTIVITIES FOR 2022-2023 FISCAL YEAR

- Develop new roles to support community planning (currently the community plan priority is the only active priority area without any staff roles designated to support its progress and advancement)
- Continue hosting Youth Voices series
- Expand engagement activities beyond the youth demographic

Steering Committee

STEERING COMMITTEE MEMBERS

- 14 members that consider themselves active
- 2 member under the age of 30
- 3 members who identify as men
- 11 members who identify as women
- 4 members that consider themselves inactive, but would like to participate in KCI in a different way (through an action team, as a partner, etc)
- 1 new member

Steering Committee Meetings

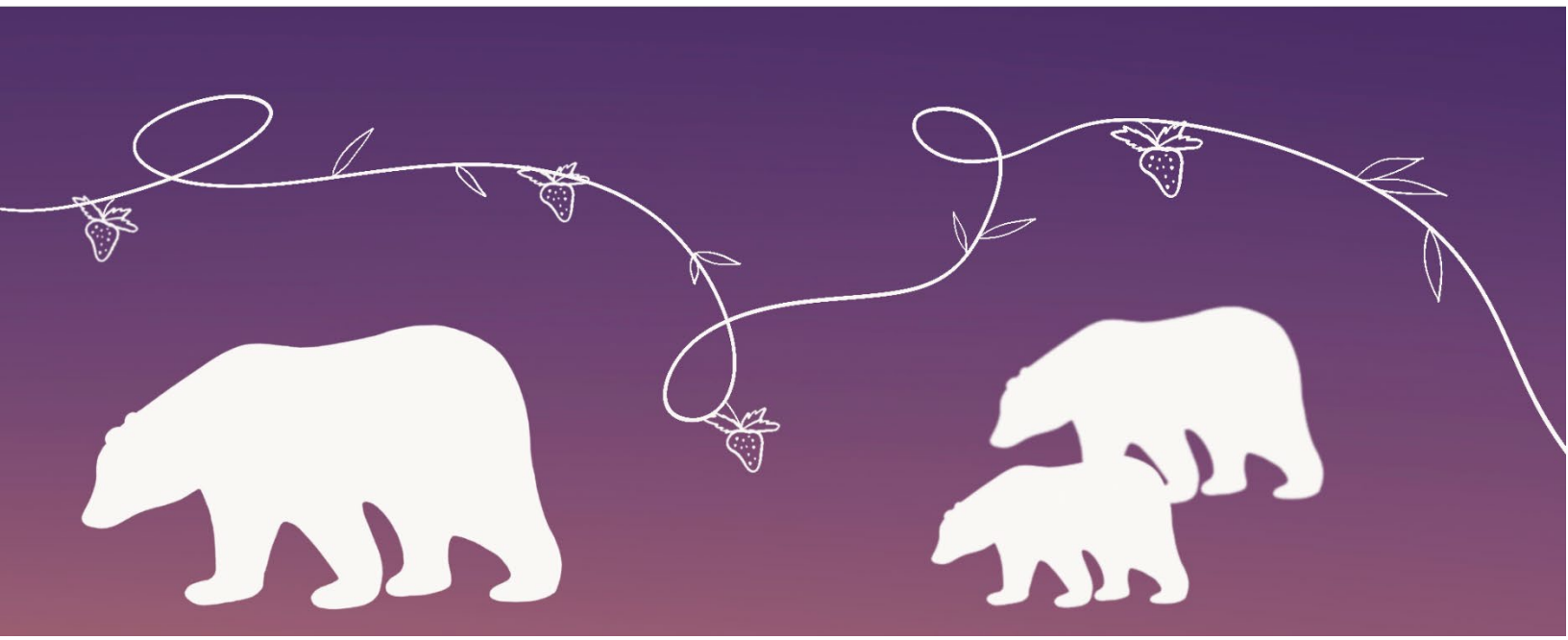
- 9 meetings were held
- Two were held in person

STEERING COMMITTEE ACTIVITIES

- In April, the Steering Committee adopted a new logo for KCI
- On June 16th, 2021 the Steering Committee met in person for the first time in over a year; this meeting was held outdoors and proper social distancing and safety protocols were in place

STEERING COMMITTEE FEEDBACK

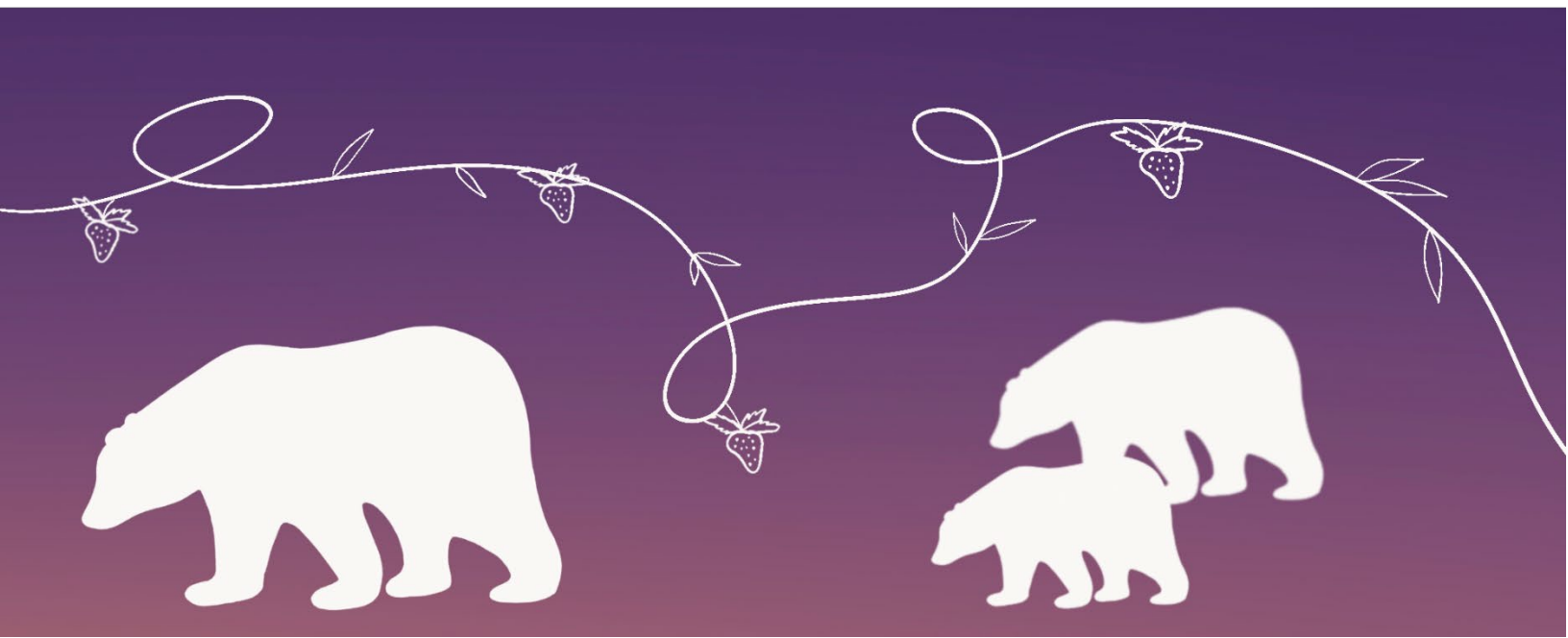
In November and December of 2021, KCI staff reached out to Steering Committee members who had been active in the last couple of years. These calls were primarily to check in with Steering Committee members to see if they intended to continue as Steering Committee members and assess what factors were hindering participation



and attendance. Additionally, Steering Committee members were asked for feedback on other topics related to the Steering Committee's role and responsibilities. 24 individuals were called and 17 Steering Committee members gave feedback.

Feedback: Common themes

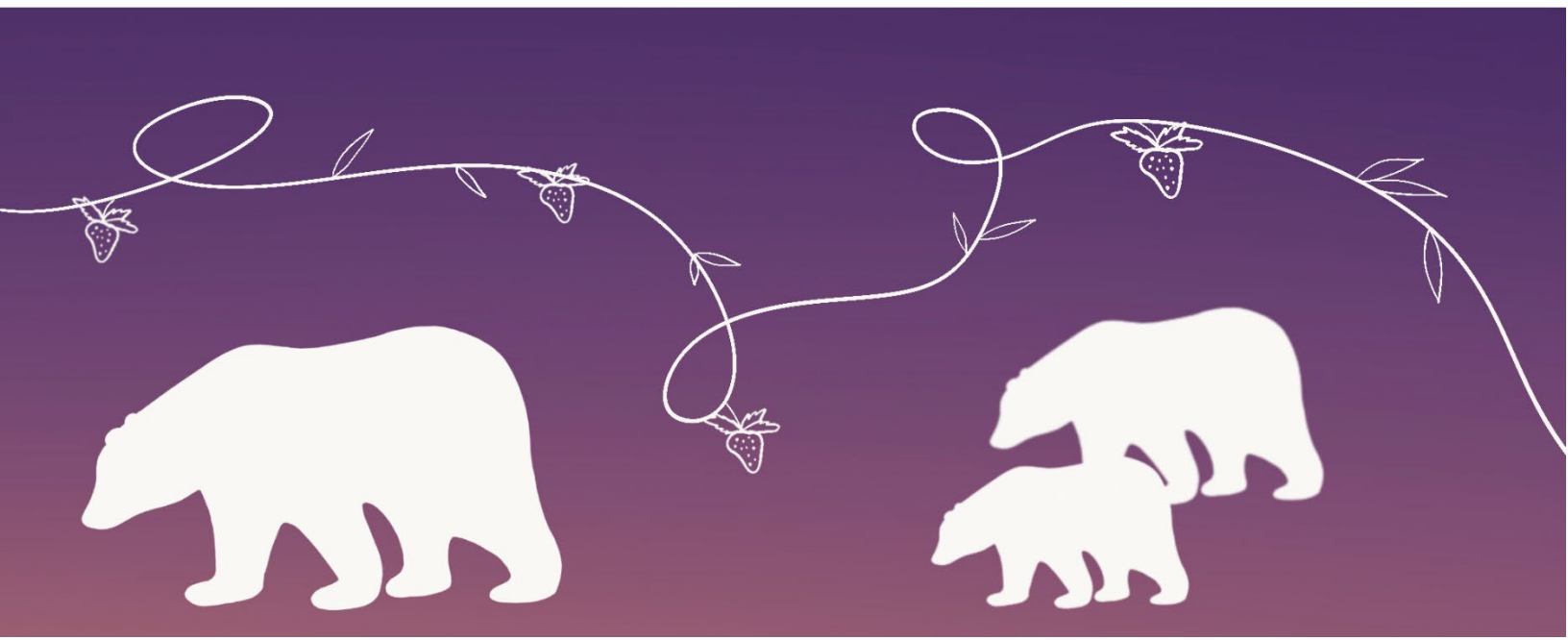
- Trends in lower attendance & disengagement
 - Low confidence in the groups ability to move work forward
 - Competing commitments (personal & professional)
 - Choosing to step down to make more space for youth
 - Reasons related to the COVID pandemic
 - Less time for volunteering
- Trends in shifting involvement
 - Wanting to be more involved in projects directly as opposed to providing strategic oversight
 - Waiting to increase involvement when last priority areas launch
 - Having instances where they wanted to quit, but feeling that things have improved and there's renewed momentum
- Many people also expressed wanting to be informed but not heavily involved
- wanting to see more people involved and better community representation
- Wanting to see more folks from the longhouse
- Would like to let younger people taking leadership
- Wanting more community members involved who aren't tied to organizations
- Trends in decision-making
 - Wanting to see steering committee members receive governance training
 - Wanting to see steering committee members receive trauma-informed training
 - Wanting more role clarity in order to improve decision-making
- Feedback on long-term planning, priority setting, and strategic planning



- Feeling the need for strategic planning
- Feedback on accountability
 - Wanting to improve the accountability of action teams
- A lot of steering committee members brought up the topic of youth involvement and participation
 - Wanting more youth involved
 - Feeling really happy about the level of youth projects
 - Feeling confident with the new young staff
 - Wanting to personally step back to make space for youth
- Feeling that the Steering Committee could be better at promoting community engagement
- Trends in the progress and advancement of work
 - Feeling that KCI wasn't running well a couple of years back but that things have improved
 - Feeling that there's been a noticeable shift due to more youth involvement
 - Feeling excited to see work happening and an increased level of activity

PLANNED ACTIVITIES FOR 2022-2023 FISCAL YEAR

- Development of a long-term Strategic Plan
- Hosting a 2nd open house
- Development of new policies and procedures as KCI enters a new stage of its work





Internal Growth & Development

The work of Kahnawake Collective Impact is supported by a small team of dedicated staff and numerous dedicated volunteers. KCI's support staff grew considerably over the course of the 2021-2022 fiscal year.

KCI Staff		
	Start of Fiscal Year	End of Fiscal Year
Full-Time Staff	2	5
Part-Time Staff	2	1
Office Interns		2
Total	4	8

*In the summer we also hosted 3 seasonal full-time staff and 2 additional summer students

CREATION AND UPDATING KCI STAFF ROLES

Over the course of the 2021-2022 fiscal year new roles were created and some existing roles were updated. This allowed KCI's capacity to grow and for more support to be given to several action teams and priority areas.

These changes include:

- Creation of the Food Sovereignty Coordinator
- Creation of the Language & Culture Coordinator
- Creation of KCI Office Internships
- Updated roles include:
 - Communications Coordinator
 - Youth Project Coordinator



Number of community members who applied to jobs from 2021-2022:

- 18 community members
- Including 6 students and 16 individuals under the age of 30

MEET & MINGLE RECRUITMENT EVENT

On October 6th, 2021, KCI hosted a recruitment event from the KCI office. The purpose of the event was to provide information on open job opportunities at KCI and to give further information on upcoming roles that would soon be posted in the future. Additionally, the Meet & Mingle event acted as an opportunity to recruit new Action Team members and Steering Committee members. Over a dozen community members attended with each visitor spending a considerable amount of time speaking with various KCI representatives to learn more about ways to get involved in KCI's work.

Training & Capacity Building:

- On May 31st, KCI hosted a full-day online training on "Turf, Trust, & Collaboration". Over 20 individuals participated in the training including staff, steering committee members, action team members, and community members in general
- Internally, all staff participated in a Talking Circle in January 2022. For many, this was their first time participating in a Talking Circle.
- KCI's Project Director also led two internal workshops for staff. These workshops were on (Grant writing and meeting facilitation & strategic participation in meetings. Materials created for the grant writing workshop were shared with other community groups including Nurturing Healthy Growth & the Kateri Food Basket)
- KCI administrative staff also participated in an internal training for Tewatohnhi'saktha staff on budgeting and accounting hosted by MNP

PLANNED ACTIVITIES FOR 2022-2023 FISCAL YEAR

- Continue to build internal capacity to meet the growing needs of KCI as a whole
- Continue to foster a learning environment through offering a variety of training and Development opportunities



Outreach, Engagement & Visibility

During the 2021-2022 fiscal year, Kahnawake Collective Impact did our best to communicate the work of KCI and to create more opportunities for community members to engage with and contribute to our work directly. These efforts involved building awareness, participating in existing networks and information sharing spaces, conducting outreach, and investing in new communications tools.

BUILDING AWARENESS

Over the course of the last year, KCI was invited to present the work of KCI to a number of audiences including:

- Participants at the Communities Building Youth Futures 2021 National Gathering held virtually on May 6th, 2021
- Participants of the Rise Program at the Rise Community Fair hosted by Apathy is Boring on February 14th, 2022
- Newly elected chiefs during the MCK chief's orientation on August 9th, 2021
- Students enrolled in the 2021 Horticulture program

Staying Connected

1) In an effort to stay informed any connected to groups engaged in initiatives related to KCI's priority areas, Kahnawake Collective Impact is a regular participant on the following community groups:

- Youth Engagement network
- Language and culture network
- Wellness Action Team
- Emergency Food ad hoc committee





2) Kahnawake Collective Impact has also participated in the following local and community events:

- Tewatohnni'saktha's Economic Summit
- Kahnawake Youth Center polar plunge fundraiser
- Pink Shirt Day on February 23rd
- Orange Shirt Day on September 30th
- KSS Career Fair
- KSS Sex-a-palooza

3) Kahnawake Collective Impact has also participated in the following regional and national gatherings:

- Communities Building Youth Futures National gathering
- First Nations and Inuit Food Security Forum

DIRECT OUTREACH & ENGAGEMENT

KCI staff embarked on a number of activities related to engagement and outreach. These activities were primarily towards youth audiences, which KCI has been having difficulty reaching in 2021. These youth outreach and engagement activities were intended to help further advance the participation of youth in all areas of KCI's work and to help local youth become more familiar with the work of Kahnawake Collective Impact and its Action Teams.

Outreach at Kahnawake Survival School (KSS):

In the last fiscal year, KCI spent a considerable amount of time engaging with local highschool students, this was done through guest appearances and presentations during class time, outreach activities on site during lunch time, and through KCI's participation in school-wide events like Career Fair & the Sex-a-palooza Sexual Health Fair.

Other Outreach

In August 2021, Kahnawake Collective Impact hosted a Fiesta Taco Night alongside Nurturing Healthy Growth at Maddy's Park. The purpose of the event was to do



direct outreach in a high-traffic area and to collect information from local youth in exchange for tacos. The event was quite successful with data collected from 33 community members ranging from age 17-45. 90% of respondents were youth under 35. The surveys were a mix of multiple-choice questions and open-ended questions. Information gathered suggests the following trends in youth interests.

- Youth are interested in growing & harvesting food
- Youth are interested in traditional cultural teachings, in particular medicine workshops
- Youth are interested in topics related to health and wellness (healthy coping mechanisms, mental health awareness, etc.)

In October, KCI developed a number of opportunities to gather youths' opinions on climate action and to get their thoughts. They were asked the following set of questions:

- What are your thoughts when it comes to climate change?
- What questions do you have when it comes to Kahnawake and Climate change?
- What does "land back" mean for our community

COMMUNICATIONS

From April 2021 to March 2022, Kahnawake Collective Impact continued to develop new ways to communicate with community members, these efforts include:

- 1) Implementing a new logo and brand identity
- 2) Starting to update KCI's website
- 3) Starting a monthly KCI newsletter and eventually incorporating Kanien'keha into that newsletter
- 4) Expanding our social media presence by starting an instagram page to connect with younger audiences
- 5) Starting a KCI 101 awareness campaign that ran from August 25th, 2021-September 17th, 2021

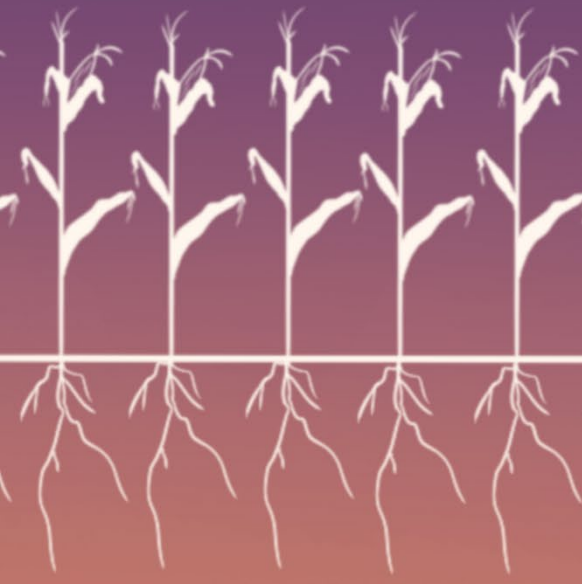


COLLECTIVE IMPACT
SKÁTNE TEIONKWAKÁ:NERE

- 6) Starting a series of social media engagement posts on February 10th, 2022
 - KCI's existing social media posts were to either communicate upcoming opportunities or report on past activities, whereas the new posts were meant to provide bite sized pieces of information to community members on a wide variety of topics associated with KCI's priority areas (seasonal cultural teachings, Kanien'keha phrases and vocabulary, traditional recipes, facts, etc.)
 - These social media engagement posts have been shared widely and have been very successful at promoting healthy discussing and information

PLANNED ACTIVITIES FOR 2022-2023 FISCAL YEAR

- Continue developing KCI's website
- Continue to use new tools and platforms to foster two-way communication
- Expand direct outreach activities to include outreach to new demographics



Collaborating and Supporting the Work of Others

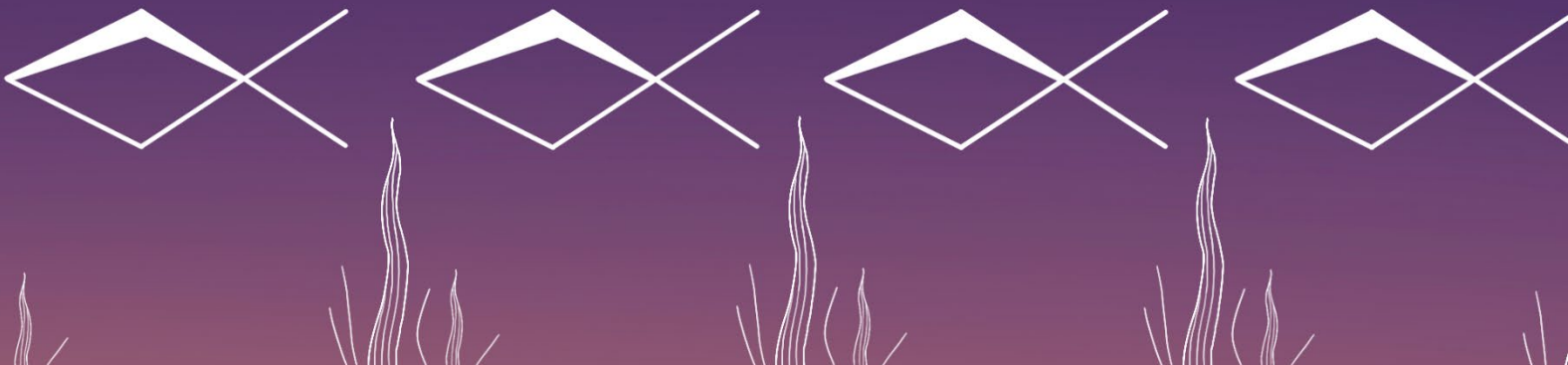
Traditional Food Cooking Program

In 2020, Kahnawake Collective Impact was invited to submit a youth-led project to be considered for the CBYF Community Innovation Fund. KCI's Steering Committee decided to do a call for youth proposals in September 2020 and received proposals from 3 youth. KCI decided to co-submit a project for consideration titled "Kanien'kehaka Traditional Food Cooking Class" by Katsistohkwi:io Jacco. This submission was accepted and the project was scheduled to take place from December 2020-December 2021. Due to the covid-19 global pandemic, the planning and implementation was disrupted and delayed. This delay turned out to be quite favorable for the project as it allowed for new collaborators to come aboard and for more sustainable plans to be made. The Kahnawake Education Center adopted the project and in Fall 2021 the project was able to start under a new name "Hao' Tewa'khón:ni". Kahnawake Collective Impact did not get to be as deeply involved as originally planned, but we were nonetheless happy to support and learn from the program from a distance.

SUPPORTING THE 1ST KAHNAWÁ:KE YOUTH DELEGATION

In November 2021, a youth delegation made up of 4 Kahnawake youth attended the United Nations global climate negotiations. Kahnawake Collective Impact supported this group through the following activities:

- Convening partners
- Designing the process for youth to apply to participate
- Assembling the selections committee
- Writing letters of support for the selected youth to help them request time off from work and/or school to attend the conference
- Covering hotel accommodations for the youth



- Sharing KCI's social media with the youth delegation so that community members could follow their journey

SUPPORTING AND COLLABORATING WITH NURTURING HEALTHY GROWTH

In 2021 NHG approached KCI for support. They had been running cultural events and workshops for youth and we're interested in collaborating until they could secure sustainable funding.

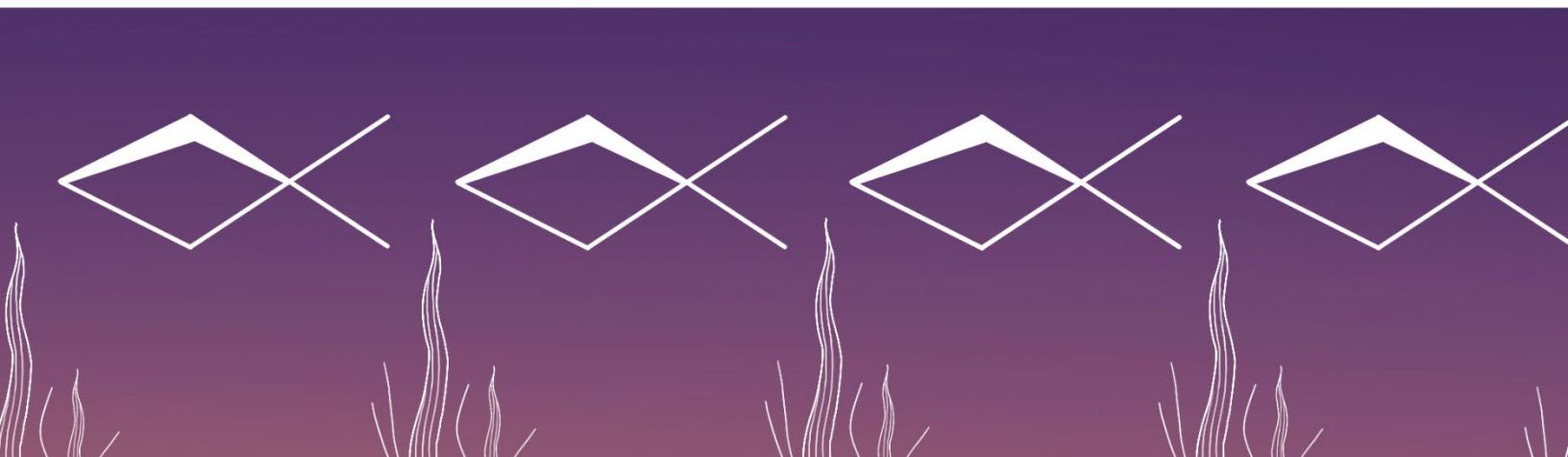
- KCI collaborated on workshops with Nurturing Healthy Growth from August 2021-March 22nd. Together, we conducted 6 workshops and activities for youth.
- Kahnawake Collective Impact also supported the work of NHG in several other ways and shared resources with NHG when we could
- From July 2021- October 2021, KCI covered the wage of their part-time coordinator for 15 weeks (July 2021-October 2021)
- KCI also covered the costs of all of our collaborative youth events with NHG from July 2021-December 2021
- During this time, KCI also wrote a couple of letters of support for funding opportunities that NHG had applied to
- KCI also invited NHG youth staff to numerous internal trainings on topics like grant-writing, meeting facilitation to support their internal capacity development

YOUTH-LED CANDIDATES NIGHT EVENT

In the summer of 2021, Kahnawake Collective Impact helped a small group of youth plan a Youth Candidates Night Event for Kahnawake youth to have the opportunity to meet the 2021 MCK candidates for chief and council. During this online event, youth had the opportunity to ask candidates direct questions. KCI supported this event by creating and circulating a poster for the event, and providing logistical support during the event.

KATERI FOOD BASKET

Kahnawake Collective Impact supported and collaborated with the Kateri Food Basket by helping to recruit volunteer delivery drivers and by submitting a joint submission to the Second Harvest Funding program.





Niawenh'kó:wa

KCI would like to thank the following groups and individuals for their generosity in providing in-kind donations to Kahnawake Collective Impact.

- Frank & Donna McComber and family for donating a freezer and moose meat along with Jeff & Jill Huntington
- Jacobs Hardware and The Birdhouse Bakes for donating prizes for KCI events
- Kaienta'a Cross and family, for allowing the Food Sovereignty Action team to carry out the community garden on their property for the 2nd year in a row
- Numerous community partners and volunteers

Kahnawake Collective Impact would also like to express our humble gratitude to Tewatohnhi'saktha for continuing to be our fiscal host.

FUNDERS

The work of KCI would not be possible without contributions from the following funding partners. Niawenh'kó:wa for supporting Kahnawake Collective Impact.

- Aboriginal Initiatives Fund III
- First Nations of Quebec and Labrador Health and Social Services Commission
- Employment and Social Development Canada's Communities Building Youth Futures Program – Tamarack Institute
- Employment and Social Development Canada's Communities Building Youth Futures Community Innovation Fund
- Kahnawake Shakotia'takehnhas Community Services
- Kahnawake Community Initiative Fund
- Tewatohnhi'saktha's Kahnawake Summer Student Employment Program

