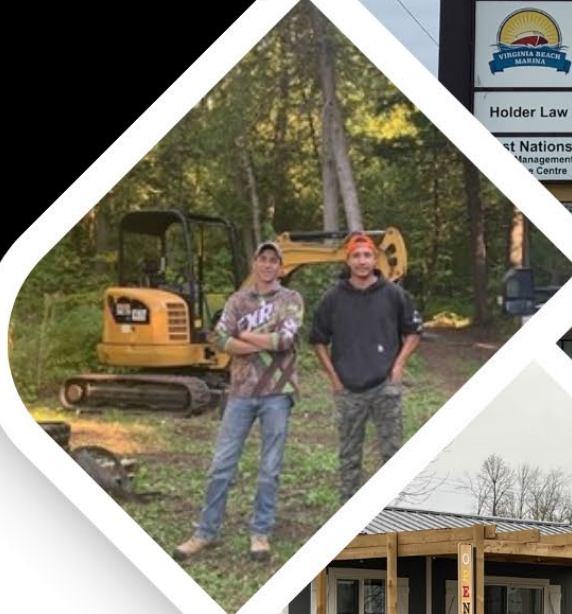


**CHIPPEWAS OF
GEORGINA ISLAND
FIRST NATION**



**GEORGINA
ISLAND**

**ECONOMIC
DEVELOPMENT
STRATEGY**



2024

Prepared By:
Rachel Big Canoe

Contents

- Introduction** 2
- About Georgina Island – Who we are**..... 2
- Georgina Island’s Definition of Economic Development** 3
- About the Strategy** 4
- Georgina Island Economic Development Strategy Recommendations**..... 5
- Strategic Goals, Objectives and Actions** 6
 - Recommendation # 1 – Economic Development Communications 6
 - Recommendation #2 – Entrepreneurship 7
 - Recommendation #3 – Workforce Development..... 8
 - Recommendation #4 – Infrastructure and Development..... 9
 - Recommendation #5 – Nation Building 9
 - Recommendation #6 – Leveraging Partnerships 10
- Implementation- Turning the Plan from Vision to Reality** 10
- Appendices** 10

Introduction

The Chippewas of Georgina Island Economic Development Department is updating our Economic Development Strategy from 2019 to reflect future economic development goals, set an annual work plan and create key performance indicators to support the growth and prosperity of our community and Band Member businesses.

About Georgina Island – Who we are

The Chippewas of Georgina Island First Nation (Georgina Island) is comprised of three islands in Lake Simcoe: Fox Island, Snake Island, and Georgina Island, plus a 4-acre parcel of land located at Virginia Beach, Ontario, known as Reserve #33A. Since 2017, the First Nation has purchased seven parcels of land in our traditional territory around the Town of Georgina in the Regional Municipality of York. These land purchases are presently in the Additions-to-Reserve Lands program and are in the process of becoming reserve land (Appendix A).

We are a proud Anishinaabe Nation governed by a Council that receives its authority from the people and the Chi-Naaknigewin constitution (Appendix B). Our ties to the land, the lake, and each other are part of our heritage. Our people have always persevered in creating a new path for our First Nation. We have successfully settled three treaties (Collins, Coldwater Narrows, Williams) in our fight to recognize displacement, stolen lands, and our inherent rights to hunt, fish, and gather.

On February 12, 1996, Georgina Island was joined by 12 other First Nations from across the country in signing the *Framework Agreement on First Nation Land Management* (Framework Agreement) with Canada. This historic nation-to-nation agreement recognizes First Nations' inherent right to govern their reserve lands, environment and natural resources. Through the Framework Agreement, First Nations signatories can replace the 44 lands-related sections of the *Indian Act* with their own land laws by establishing a community-ratified land code. Georgina Island was the first signatory in Canada to pass a community land code, voting to approve the *Chippewas of Georgina Island First Nation Land Management Code* on March 11, 1997, assuming the administration and full law-making authority of our reserve lands, environment and natural resources.



We have also enacted our own Membership Code, Taxation Laws, *First Nations Election Act*, and *First Nation Fiscal Management Act*, which gives us stability in governance and financial accountability. The

council is primarily responsible for the First Nation's standards of integrity and behaviour, financial information reporting, and internal and management control practices.

We participate in the Anishinabek Education System, a self-governing agreement that provides better educational outcomes for our students. As a Nation, we exercise our sovereignty through the Chi-Naaknigewin, our Nation's constitution, which allows us to make our own laws and govern ourselves according to our community values and principles.

We believe in living well and in balance. In our Anishinaabemowin language, we call it "Bimaadiziwin", living a good life. We do that by following our guiding principles, the Seven Grandfather Teachings. These were the seven gifts the seven grandfathers gave to the Anishinaabe people. They are:

- Respect
- Courage
- Honesty
- Wisdom
- Humility
- Truth
- Love

Our Medicine Wheel teachings show us the importance of maintaining a healthy balance physically, spiritually, mentally and emotionally. We value community and culture. Our connection to the land is one of respect. We love our lake. Nibi (water) is what sustains us. Gatherings and ceremonies are what bring us together as a community. Anishinaabe people have a vision of well-being for the next seven generations, and to honour our ancestors. This includes economic prosperity, safe lake travel, a healthy environment, and language and culture revitalization. We hope that all people who walk with us on these lands, the traditional lands of the Anishinaabe, share in this vision as we all strive for and enjoy that good life... Bimaadiziwin.

Georgina Island's Definition of Economic Development

Economic development is the sustained, concerted actions of the Georgina Island First Nation that promote a better standard of living and economic reconciliation for the well-being of our First Nation and its members. The following principles drive economic development in our community:

- Economic development will provide a strong foundation for the community to move towards self-sustainability.
- Economic development will contribute to the community's future well-being, recognize the First Nation's rich past, and support community members in achieving their goals.



- Economic development will ensure the community’s sense of identity is maintained, supported and promoted through projects and ventures.
- Economic development will measure and recognize successes.
- Economic development will work to remove obstacles to obtaining economic reconciliation for our people and First Nation.

Although wealth generation is a key end-product of economic reconciliation, social, governance, and environmental responsibilities, skills training, and education are equally important in development activities.

Keeping this definition in mind, the remaining pages detail the new goals that the community should pursue.

About the Strategy

In 2019, Georgina Island adopted a new Economic Development Strategic Plan to establish a vision for the Island and develop activities, programs, and resources. The Plan is now in its sixth year and was carried out throughout the COVID pandemic. This updated strategy reflects the new economy and opportunities for Georgina Island in the future.

An economic development strategy provides a framework to guide goals, direction, and activities to gain an advantage and move beyond the status quo. Georgina Island’s updated economic development strategy includes goals and actions for the Nation, specific direction for the Economic Development Department, and opportunities for the broader business community to work together to make a difference.



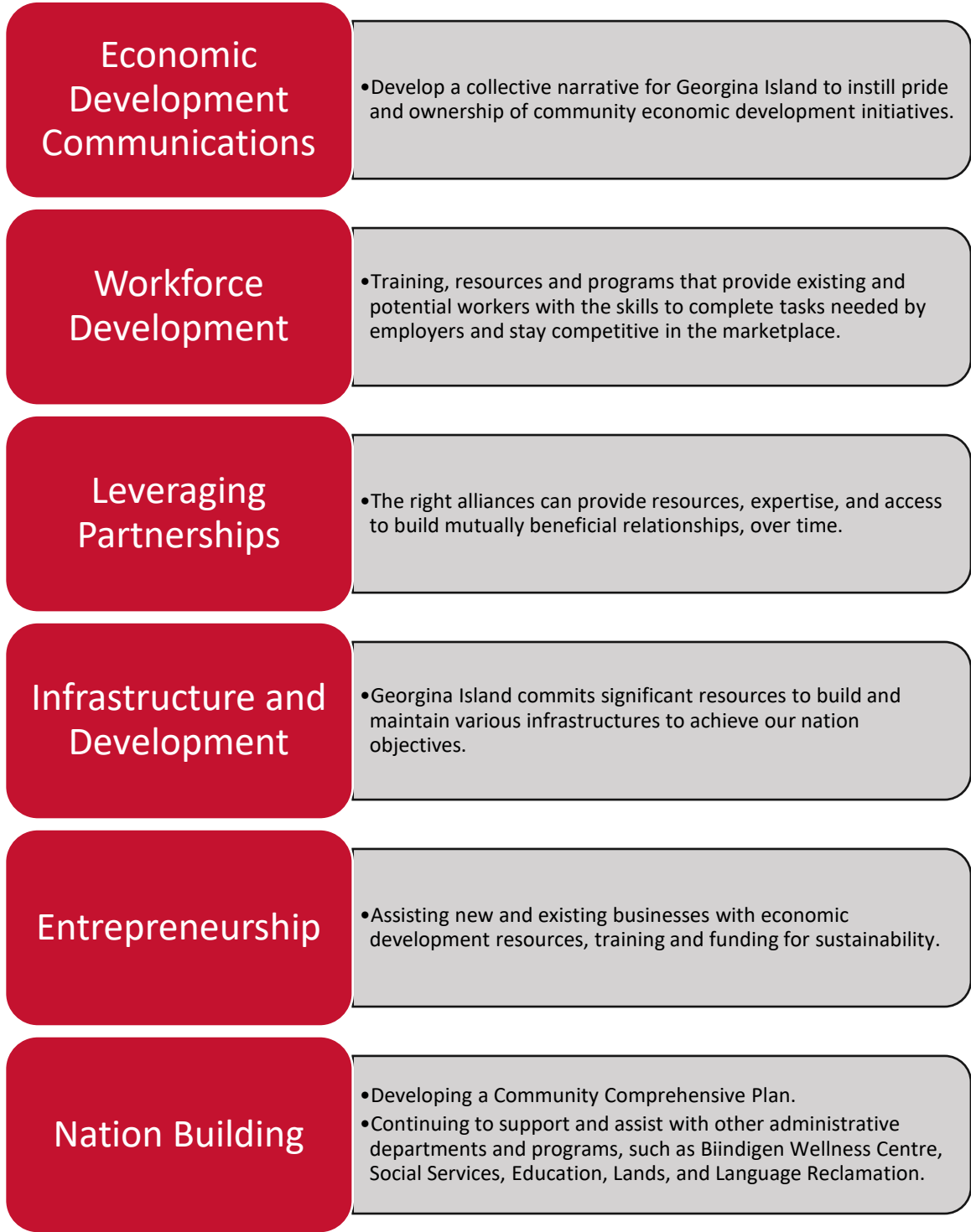
The updated Economic Development Strategy direction is a refined and focused approach to conducting economic development activities. It focuses on supporting existing assets and strengths to grow each to their fullest potential.

It works towards a future in which Georgina Island has a strong local economic base that offers opportunities and an active lifestyle with access to unique natural assets, where residents feel supported through education and training, and where our best and brightest

young people will make Georgina Island their family home and have satisfying, well-paying jobs.

The Economic Development Strategy is about spending time and resources differently to drive better results. It focuses on attracting and empowering people because the right mix of engaged people and human resourcefulness makes an economy work.

Georgina Island Economic Development Strategy Recommendations



Strategic Goals, Objectives and Actions

Recommendation # 1 – Economic Development Communications

Adopting a collective narrative for the Island to instill pride and ownership in the community’s economic development initiatives internally and externally.

Promotions will use the Virginia Beach Marina, Anishnaabean Coffee Shop, Hadden Road Project, and the Island View Business Centre to reach band members, local businesses, and visitors.

Goals	Objectives & Actions
Develop a communications strategy.	Businesses have greater awareness and engagement in various economic development activities such as training, events, etc.
Develop a community/investment profile to attract the “right match” for future development projects.	Create a profile to provide an understanding of the Chippewas of Georgina Island which will guide conversations, decision-making and partnerships for future development.
Website Updates	Enhance the current webpage to maximize exposure and adopt a customer-centric approach. Refresh the webpage by adding electronic resources, virtual training, and job opportunities.
Business Directory	Launch a business directory housed on the website to showcase Georgina Island’s many businesses.
Quarterly Newsletters	Develop a digital and print quarterly newsletter with business spotlights and project-specific promotions to keep communication open between the department, local area businesses, and band members.
Community Events	Develop diverse programming (social activities, markets, events) for local public spaces to engage residents in the community.

Recommendation #2 – Entrepreneurship

Assisting new and existing businesses with economic development resources, training and funding for sustainability. Georgina Island's economic development office can be the first stop for entrepreneurs and business owners to discuss their business ideas, receive guidance on registration/licensing, and help answer any business-related questions.

Goals	Objectives & Actions
Business Start-up Assistance	Develop a portfolio including a 'Steps to Starting a business' guide to assist businesses and entrepreneurs in starting and growing their businesses.
Company Visitation Program	Develop a company visit program to promote services, provide consultation and understand business opportunities and challenges on the Island as a form of business retention.
Business Seminars and Virtual Training	Enhance the website to include virtual training options for businesses and entrepreneurs. An example of this is the Small Business Ontario website that could be linked and provides a variety of free courses – SBC Ontario
Create a Funding Chart for Businesses	Connect business with opportunities for funding by creating a current funding opportunities chart.
Young Professionals Network	Cultivate and strengthen an entrepreneurial and innovative environment, particularly within key sectors <ol style="list-style-type: none"> a. Establish a young professionals' network to assist in the attraction and retention of young professionals and workforce development on the Island.
'One' Business Portal	Expand the website and/or a physical location to include one destination for businesses. Examples of other jurisdictions: <ol style="list-style-type: none"> a. One Stop for Business Hamilton (physical location) b. PA Business One-Stop Shop (virtual location)

Recommendation #3 – Workforce Development

Training, resources and programs that provide existing and potential workers with the skills to complete tasks needed by employers and stay competitive in the marketplace.

Goals	Objectives & Actions
Workforce Education	Enhance resources and work in partnership with employers, educational institutions, and/or trade associations to develop micro-credentials and upskilling programs to support the local workforce's potential for workforce development.
Develop Training Programs to support key sectors	Develop a working group with educational institutions, such as Skills Training Centre, Y Space and Otter Board, to increase educational attainment in/on the region/Island. E.g. Trade Programs
Job Matching	Increase job-matching capabilities with digital technologies to leverage existing strengths and merge with the economy of the future.
Supporting Financial Literacy	Cultivate and strengthen financial literacy by utilizing training programs to educate the community on financial literacy and planning.
Refresh Summer Student Program (See Appendix C, D, E)	Enhance and refresh the Summer Student Program's branding, materials, and training.
Host Workforce Roundtable	Leverage partnerships to host workforce roundtables to assess the community's workforce needs.
Incentives	<p>Provide incentives for employers who hire graduates from Georgina Island to retain the students' post-completion of the program and anticipated co-op placement.</p> <p>Provide incentives for residents to increase their educational attainment and improve their skills.</p>
Funding Opportunities	Leveraging technology to connect businesses with opportunities for funding.

Recommendation #4 – Infrastructure and Development

Georgina Island commits significant resources to build and maintain various infrastructures to achieve its nation's objectives.

Goals	Objectives & Actions
Develop and finalize site plans for purchased properties (Appendix F)	Land use plans and needs analysis of community to maximize economic benefits of lands.
Commercial and Residential Development	Prioritize and support mixed-use commercial and residential development opportunities on newly purchased properties, focusing on Elder Housing Development & Health Hub.
Funding and Incentives	Connect private businesses with opportunities for incentives and funding to accelerate infrastructure priorities.
Secure Funding for Future Transportation Needs	Work with consultants, stakeholders, and various levels of government to identify the need and opportunity for new ferry/causeway/bridge development.
Community-Based Infrastructure Projects	Prioritize and accelerate enhancements to public spaces like sidewalks and Georgina Island wayfinding/signage.
Secure Funding for Community-Based Infrastructure	Continue working to secure funding for Seven Generations Business Park, Anishnaabean Coffee Shop, electric vehicle chargers, extended ferry service and marina upgrades and signage.
Land Use Policy Updates	Develop an internal campaign to promote updated land use policies and law development to decision-makers.

Recommendation #5 – Nation Building

Georgina Island First Nation is a progressive and socially-minded Indigenous community that incorporates culture and tradition to protect land and be mindful of values.

Goals	Objectives & Actions
Community Plan & Profile	Develop a Comprehensive Community Plan and profile to highlight the community.
Develop Request for Proposal (RFP) for Housing Projects	Undertake housing needs assessment and develop RFP to create additional housing on the Island and newly purchased band land.

Recommendation #6 – Leveraging Partnerships

The right alliances can provide resources, expertise, and access to build mutually beneficial relationships, over time.

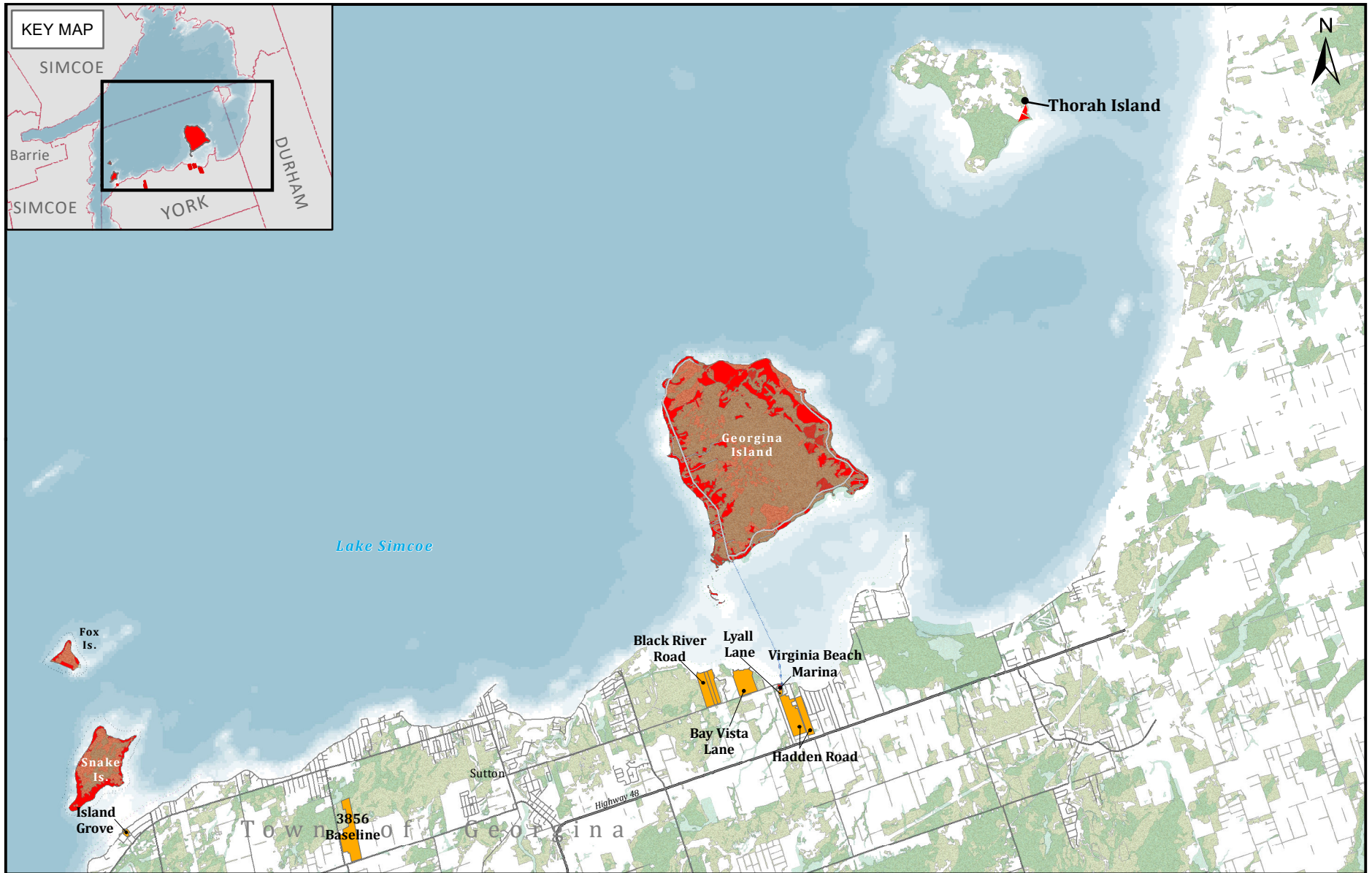
Goals	Objectives & Actions
Island View Business Centre	Continued work to explore additional opportunities to maximize the monetization of land, commercial opportunities and infrastructure on mainland properties.
Leverage internal and external stakeholders on strategic projects	Quarterly or bi-annual meetings are held to understand new opportunities or enhance priority projects.
Build strategic partnerships in the GTA	Generate partnerships and relationships with Toronto-area developers and Realtors in key priority areas, such as commercial development and residential and senior housing.
Identify a partner for a Community-Based Loan Fund	Explore local, regional and provincial funding opportunities to create a Georgina Island-specific loan fund.
Leverage Innovation Projects and Opportunities	Continued work for the Lake Simcoe Water Sampling Project and bee-keeping research. Explore additional innovation projects for the benefit and education of the Community.

Implementation- Turning the Plan from Vision to Reality

The Economic Development Strategy is designed to focus and refine the activities of the Nation, specifically the Economic Development Department. It is focused on talent and community building within the Nation and positioning and reputation building outside the Nation.

The plan must be implemented to be successful. This document will be used as the basis for developing operational plans at the division level. Staff will monitor and report on the results of this strategy on an annual basis. As was true for the development of the document, staff will continue to work in partnership with the community to implement, refine, and share results.

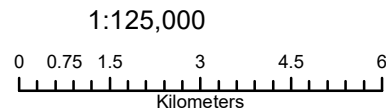
Appendices







CHIPPEWAS OF GEORGINA ISLAND FIRST NATION



Produced by the Chippewas of Georgina Island First Nation using information licensed under the Open Government License - Ontario, and Open Government License - Canada. For illustration purposes only. All distances must be verified by survey. Map edited by D. Cotton, 2023.



Legend

-  Band Owned - In ATR Process
-  wetland
-  tree area
-  GIFN Reserve Land

**CHIPPEWAS OF GEORGINA
ISLAND FIRST NATION
CHI-NAAKNIGEWIN**

2016

Chippewas of Georgina Island First Nation Chi-Naaknigewin

Chippewas of Georgina Island First Nation Chi-Naaknigewin

Table of Contents

Preamble.....	2
Citation.....	4
Interpretation.....	4
Our Fundamental Values and Beliefs.....	4
Supreme Law of the Georgina Island First Nation.....	5
How the Chippewas of Georgina Island First Nation Are Governed.....	5
The Council.....	5
Advisory Councils, Committees And Agencies.....	5
The Kinds of Laws That the Chippewas of Georgina Island First Nation May Enact.....	6
How Chippewas of Georgina Island First Nation Laws Are Passed.....	6
Chippewas of Georgina Island First Nation Laws Requiring Ratification by Eligible Voters of the Georgina Island First Nation.....	7
Chippewas of Georgina Island First Nation Chief and Council Decisions Requiring Ratification by Eligible Voters of the Georgina Island First Nation.....	7
The Power of the Chippewas of Georgina Island First Nation to Establish Any Judicial Institutions.....	8
Financial Accountability of the Georgina Island First Nation.....	8
Application of the Canadian Charter of Rights and Freedoms.....	9
All Rights and Freedoms Guaranteed Shall be Subject to Reasonable Limits...	9
Relationship with the Anishinabek Nation Grand Council.....	9
Amendment Procedure for the Chippewas of Georgina Island First Nation Chi-Naaknigewin.....	9

Chippewas of Georgina Island First Nation Chi-Naaknigewin

Whereas,

We, the Chippewas of Georgina Island First Nation have occupied and used our traditional lands, our islands in Lake Simcoe and waters since time immemorial and relied on the resources from those lands and waters, including the fish, maple sugar, fruits and wood for our survival; and,

We were given the responsibility to care for our lands, our islands in Lake Simcoe and our waters and all of the good things that come from our lands and waters both for today and for those yet to come; and,

We continue to use our traditional lands, our islands in Lake Simcoe and our waters and to exercise our aboriginal and treaty rights in order to ensure our survival and to provide for our prosperity; and,

We recognize that in 2007, the United Nations General Assembly adopted the *Declaration on the Rights of Indigenous Peoples* that recognized the urgent need to respect and promote the inherent rights of Indigenous peoples especially their rights to their lands, territories and resources and that *Article 3* of that *Declaration* specifically recognized that Indigenous peoples have the right to self-determination and by virtue of that right, they freely determine their political status and freely pursue their economic, social and cultural development; Moreover, *Article 4 of the Declaration* provides that, Indigenous peoples, in exercising their right to self-determination, have the right to autonomy or self-government in matters relating to their internal and local affairs, as well as ways and means for financing their autonomous functions; The right to self-determination as recognized by the *Declaration on the Rights of Indigenous Peoples* includes the right to govern ourselves according to our constitution and in a manner that helps to promote our future prosperity; and,

We further recognize that Canada joined other countries in supporting the *Declaration on the Rights of Indigenous Peoples* and in doing so, it reaffirmed its commitment to promoting and protecting the rights of Indigenous peoples at home and abroad; and,

That by virtue of section 35 (1) of the *Constitution Act, 1982*, the existing aboriginal and treaty rights of the aboriginal peoples of Canada are hereby recognized and affirmed, and this includes the right to govern ourselves and to adopt our own constitution;

Therefore, through the adoption and ratification of this Chippewas of Georgina Island First Nation Chi-Naaknigewin by the Chippewas of Georgina Island First Nation, we exercise our inherent aboriginal and treaty rights to govern ourselves and exercise our responsibilities that have been gifted to us by the Creator and

Chippewas of Georgina Island First Nation Chi-Naaknigewin

which are recognized and affirmed in section 35 (1) of the *Constitution Act, 1982*, and which are further affirmed and strengthened in accordance with the United Nations *Declaration on the Rights of Indigenous Peoples* in order to, among other things, govern ourselves in a way which is reflective of our Chippewa culture and which will ultimately help to improve the quality of life for our people;

Chippewas of Georgina Island First Nation Chi-Naaknigewin

Citation

1. Our constitution will be called the "Chippewas of Georgina Island First Nation Chi-Naaknigewin".

Interpretation

2. In this Chippewas of Georgina Island First Nation Chi-Naaknigewin,
 - a. "Council" means, along with the Chief, the elected governing body of the Chippewas of Georgina Island First Nation;
 - b. "Councillor" means a member of Council elected in accordance with the *First Nations Elections Act*;
 - c. "Chippewas of Georgina Island First Nation Law" means a law made by the Chippewas of Georgina Island First Nation in accordance with this Chippewas of Georgina Island First Nation Chi-Naaknigewin;

Our Fundamental Values and Beliefs

3. We believe that every Chippewa of the Chippewas of Georgina Island First Nation e-dbendaagzijig should strive to:
 - a. follow the teachings of our Seven Grandfathers;
 - b. preserve, protect and promote the betterment of our people, our lands, waters and resources;
 - c. preserve, protect and promote respect for our rights, each other, our values, language, culture and history;
 - d. promote the traditional and modern education of the Chippewas of Georgina Island First Nation e-dbendaagzijig;
 - e. promote the spiritual and physical well-being of our e-dbendaagzijig;
 - f. promote positive and healthy communications between each other and with our government; and,
 - g. carry out any function, activity or responsibility as may be necessary for the betterment of the Chippewas of Georgina Island First Nation, as we have expressed ourselves in this Chippewas of Georgina Island First Nation Chi-Naaknigewin.

Chippewas of Georgina Island First Nation Chi-Naaknigewin

Supreme Law of the Georgina Island First Nation

4. This Chippewas of Georgina Island First Nation Chi-Naaknigewin shall be the supreme law of the Chippewas of Georgina Island First Nation and all other laws of the Chippewas of Georgina Island First Nation shall be consistent with this Chippewas of Georgina Island First Nation Chi-Naaknigewin.
5. For greater certainty, any laws enacted under the authority of the *Chippewas of Georgina Island First Nation Lands Management Code* will continue to operate and the law making process for enacting laws under the *Chippewas of Georgina Island First Nation Lands Management Code* will continue to be used with respect to the kinds of laws which can be enacted under the *Chippewas of Georgina Island First Nation Lands Management Code* and will not be deemed to be inconsistent with this *Chippewas of Georgina Island First Nation Chi-Naaknigewin*.
6. If there is an inconsistency or conflict between this Chippewas of Georgina Island First Nation Chi-Naaknigewin and any Chippewas of Georgina Island First Nation Law, this Chippewas of Georgina Island First Nation Chi-Naaknigewin shall prevail to the extent of any conflict or inconsistency, except as provided for in paragraph 5 above.

How the Chippewas of Georgina Island First Nation Are Governed

The Council

7. The Chippewas of Georgina Island First Nation shall be governed by a Chief and Council which shall be elected in accordance with the *First Nations Elections Act* and for greater certainty, each representative of the Council, including the Chief, must be an e-dbendaagzijig of the Chippewas of Georgina Island First Nation.

Advisory Councils, Committees and Agencies

8. The Chippewas of Georgina Island First Nation may establish any advisory councils, committee's boards, or agencies it deems necessary to assist with the effective governance of the Chippewas of Georgina Island First Nation and may delegate any powers and authorities to any advisory councils, committees, boards, advisory councils or agencies except the power to enact laws.

Chippewas of Georgina Island First Nation Chi-Naaknigewin

The Kinds of Laws That the Chippewas of Georgina Island First Nation May Enact

9. The Chippewas of Georgina Island First Nation has the inherent right given to it by the Creator to enact any laws it believes are necessary in order to protect and preserve our Chippewa culture, to protect our traditional lands, our islands in Lake Simcoe, our waters, our language, customs, traditions and practices, and which help to improve the quality of life for the Chippewas e-dbendaagzijig of Georgina Island First Nation.
10. The power of the Chippewas of Georgina Island First Nation to enact any laws in accordance with this Chippewas of Georgina Island First Nation Chi-Naaknigewin shall only be exercised by the Chief and Council.
11. Each law enacted must be demonstrably shown to be for the betterment of the Chippewa's of Chippewas of Georgina Island First Nation and in furtherance of the purpose set out in section 9 above.

How Chippewas of Georgina Island First Nation Laws Are Passed

12. A draft law may be introduced at any meeting of Chief and Council by:
 - a. the Chief; or
 - b. a Councillor(s); or
 - c. Chippewas of Georgina Island First Nation
- 12.1 No draft law may be introduced until three (3) months after a Council has been elected into office;
- 12.2 All draft laws shall be presented and debated at a minimum of three (3) meetings of Chief and Council and these meetings shall be open to the Chippewa's of Chippewas of Georgina Island First Nation to attend and share their views on the proposed draft laws.
- 12.3 In addition, any draft laws must be presented at, at least one community meeting;
- 12.4 A law shall be considered validly enacted after:
 - a. it has met the requirements of sub-section 12.2 and 12.3 above;

Chippewas of Georgina Island First Nation

Chi-Naaknigewin

- b. if applicable, it has been ratified by the eligible voters as required by subsection 13.1
- c. it has been passed by a majority of Council in accordance with its rules and procedures;
- d. an official copy of the law has been registered in the Chippewas of Georgina Island First Nation registry of laws and made public; and,
- e. after any other action as may be necessary to carry out the intent of the law has been taken or provided for.

Chippewas of Georgina Island First Nation Laws Requiring Ratification by Eligible Voters of the Georgina Island First Nation

13.1 The following kinds of laws require ratification by eligible voters of the Georgina Island First Nation:

- a. Election laws that set out how the Chief and the Councillors are elected, including, among other matters, their composition, qualifications and terms of office;
- b. E-dbendaagzijig laws about the privileges, rights and responsibilities associated with being an e-dbendaagzijig of the Georgina Island First Nation;
- c. Any future land laws that provide for the regulation of land on the Chippewas of Georgina Island First Nation in accordance with the ratification processes set out in the *Chippewas of Georgina Island First Nation Land Management Code*;
- d. Any other laws that the Chief and Council by consensus, decides to approve the law through this approval process;

Chippewas of Georgina Island First Nation Chief and Council Decisions Requiring Ratification by Eligible Voters of the Georgina Island First Nation

13.2 The following kinds of decisions require consultation with eligible voters of the Georgina Island First Nation:

- a. Any decision by the Chippewas of Georgina Island First Nation to enter into an agreement with any corporation, government or individual for a term exceeding fifteen (15) years that could potentially interfere with or

Chippewas of Georgina Island First Nation

Chi-Naaknigewin

- infringe the aboriginal or treaty rights of the Chippewas of Georgina Island First Nation within its traditional territory;
- b. Any decision to enter into a borrowing agreement of any kind between the Chippewas of Georgina Island First Nation and a financial institution or corporation that puts the Chippewas of Georgina Island First Nation in debt excess of ten (10) million (\$10,000,000) dollars;
 - c. Any decision to enter into any kind of land claim settlement agreement; and,
 - d. Any decision to enter into any self-government agreement with Canada or Ontario;
 - e. Any other decision by Chief and Council where they determine through consensus, that it would be in the best interest of the e-dbendaagzijig of the Chippewas of Georgina Island First Nation to seek their prior through a ratification vote of eligible voters of the Chippewas of Georgina Island First Nation prior to making such a decision;

The Power of the Chippewas of Georgina Island First Nation to Establish Any Judicial Institutions

- 14.1 The Chippewas of Georgina Island First Nation may establish any traditional or restorative justice processes, tribunals, panels, or courts it deems necessary to provide for the effective administration and enforcement of its laws and to provide mechanisms for the appeal of any of its decisions or to challenge any of its laws.
- 14.2 The Chippewas of Georgina Island First Nation may establish any rules and procedures for the effective operation and management of any of the judicial institutions set out in subsection 14.1 above.

Financial Accountability of the Georgina Island First Nation

- 15. The Chippewas of Georgina Island First Nation Chief and Council shall hold at least one community meeting to present and review the audited financial statements of the Chippewas of Georgina Island First Nation each fiscal year.

Chippewas of Georgina Island First Nation Chi-Naaknigewin

Application of the *Canadian Charter of Rights and Freedoms*

16. Every e-dbendaagzjig of the Chippewas of Georgina Island First Nation shall be entitled to enjoy all of the rights and freedoms guaranteed in the *Canadian Charter of Rights and Freedoms*;

All Rights and Freedoms Guaranteed Shall be Subject to Reasonable Limits

17. This Chippewas of Georgina Island First Nation Chi-Naaknigewin guarantees the rights and freedoms set out herein subject only to such reasonable limits that are set out in Chippewas of Georgina Island First Nation law and which can be demonstrably justified to protect the collective interests of the Georgina Island First Nation.

Relationship with the Anishinabek Nation Grand Council

18. Chippewas of Georgina Island First Nation is a member of the Anishinabek Nation Grand Council and as such, if there is any conflict between this Chippewas of Georgina Island First Nation Chi-Naaknigewin and the Anishinabek Nation Constitution, this Chippewas of Georgina Island First Nation Chi-Naaknigewin shall prevail to the extent of the conflict.

Amendment Procedure for the Chippewas of Georgina Island First Nation Chi-Naaknigewin

- 19.1 An amendment to this Chippewas of Georgina Island First Nation Chi-Naaknigewin may be made by:
- a. Chief and Council passing a resolution proposing an amendment; or,
 - b. the presentation to Chief and Council of a written petition proposing an amendment signed by at least twenty-five (25%) of the eligible voters at the time of the petition.
- 19.2 Upon receipt of the written request or passage of the resolution identified in section 20.0 (a) or (b) the Chief and Council shall ensure draft amendments are developed for a referendum on the proposed Chippewas of Georgina Island First Nation Chi-Naaknigewin amendment.
- 19.3 Prior to conducting a referendum on the proposed Chippewas of Georgina Island First Nation Chi-Naaknigewin amendment, the Chief and Council shall ensure there is a community consultation meeting on the

Chippewas of Georgina Island First Nation Chi-Naaknigewin

proposed amendment within ninety (90) days after the receipt of the written request or passage of the resolution identified in section 20.0

- 19.4 The Chief and Council will consider any input from the community consultation meeting(s) and then determine whether to proceed with the proposed draft amendment or change the wording of the proposed amendment based on the input received.
- 19.5 The Chief and Council must, by resolution at least thirty (30) business days prior to the referendum:
 - a. set a date for the referendum;
 - b. appoint the Electoral Officer to conduct the referendum;
 - c. send notices of the referendum to the Eligible Voters.
- 19.6 The referendum must occur within thirty (30) days of the end of the community consultation period.
- 19.7 At least 25% of all eligible voters must participate in any referendum to approve and amend this Chippewas of Georgina Island First Nation Chi-Naaknigewin to be valid.
- 19.8 If at least 60+1% of the 25% of eligible voters vote in favor of the proposed amendment, the Chippewas of Georgina Island First Nation Chi-Naaknigewin shall be amended accordingly.
- 19.9 All amendments to this Chippewas of Georgina Island First Nation Chi-Naaknigewin must be published by the Chief and Council.

Appendix C

Summer Students	Funding Program	Pay Rate	Max hours	
Summer Day Camp				
Frankie BigCanoe-Lewis	TRG/OTTER	\$16.55/h	37.5 Hours	\$3.55 top up = \$931.86
Grace Big Canoe	TRG/OTTER	\$16.55/h	37.5 Hours	\$3.55 top up = \$931.86
Justice Charles	TRG/OTTER	\$16.55/h	37.5 Hours	\$3.55 top up = \$931.86
Environment				
Ryle Stevens	TRG/OTTER	\$16.55/h	22.5 Hours	\$3.55 top up = \$546.70
Davidson Linders	TRG/OTTER	\$16.55/h	22.5Hours	\$3.55 top up = \$546.70
Niigaan-Naabiwag Child Care Centre				
Hazel BigCanoe	ISC	\$16.55/h	37.5 Hours	\$1.45 top up = \$543.75
Water Taxi				
Ethan Duguay	ISC	\$16.55/h	37.5 Hours	\$3.45 top up = \$1,293.75
Anishnaabean				
Biinzi Smith	TRG/OTTER	\$16.55/h	37.5 Hours	\$3.55 top up = \$931.86
Megan McCue	TRG/OTTER	\$16.55/h	37.5 Hours	\$3.55 top up = \$931.86
Eden Altseimer	TRG/OTTER	\$18.00/h	37.5 Hours	\$5 top up = \$1312.5
Trails/Enviroment				
Caiden Charles	TRG/OTTER	\$16.55/h	37.5 Hours	\$3.55 top up = \$931.86
Virginia Beach Marina				
Buzzy BigCanoe	TRG/OTTER	\$16.55/h	37.5 Hours	IVBC top up
Owen Charles	TRG/OTTER	\$16.55/h	37.5Hours	IVBC top up
Approved Funding				
OTTER		\$39,312.00 (11 students) \$13.00/hr/37.5hrs/week + 12% MERC for 7 weeks		
ISC		\$13,784.32 (2 students) \$16.55/hr/37.5 weeks+12% MERC for 10 weeks remainder to be topped up from TRG		
G.I		?		
Total G.I top up		?		

* top up code for ISC- Ethan from TRANS2000 and top up code for Hazel DC2000

Appendix D

GEORGINA ISLAND FIRST NATION
SUMMER STUDENT JOBS 2024

ARE YOU A GEORGINA
ISLAND STUDENT
LOOKING FOR A
SUMMER JOB?

FILL OUT THE
APPLICATION
AVAILABLE AT THE
FIRST NATION STUDY
ROOM OR ASK AT THE
AT THE BAND OFFICE

There are several positions you
can apply for:

Summer Camp Counselor

Daycare Assistant

Junior Environmentalists

Gas Shack Attendant

Coffee Shop Attendant

Applications are due June 3rd 2024

Summer jobs are NOT guaranteed, so please hand in
applications, and resumes on time.

Complete application and submit along with a *resume*
and *cover letter* to Erica Kelly or Rachel Big Canoe in
person or via email.

TO BE ELIGIBLE:

- you must be 15 years old
by July 4, 2023
- you will need to provide a
Social Insurance Number
before the start date of
July 4, 2023.

This is a 7-week work program
from July 2 – August 16

For more information, contact
Rachel Big Canoe
705-437-1337 ext 2224
rachel.bigcanoe@georginaisland.
com

Appendix E

GIFN Administration Office
Box N-13 RR#2
Sutton West, ON L0E 1R0



Phone: 705.437.1337
Fax: 705.437.4597
www.georginaisland.com

GEORGINA ISLAND

APPLICATION FOR STUDENT SUMMER EMPLOYMENT 2024

DEADLINE TO APPLY: Resume and Application due May 24th, 2024

SUMMER STUDENT POSITION BEING APPLIED FOR: (PLEASE LIST IN ORDER OF PREFERENCE)

#1. _____

#2. _____

PERSONAL DATA:

First Name:	Last Name:
Present Address (Including Postal Code):	
Telephone:	Do you prefer to work full-time (30 hrs) or part-time (15 hrs) per week?
Email:	

EDUCATION

SCHOOL	COURSE OF STUDY	DATES FROM MONTH/YEAR	ATTENDED TO MONTH/YEAR	DEGREE OR DIPLOMA

OTHER COURSES, WORKSHOPS, SEMINARS AND LICENSES OR CERTIFICATES OBTAINED WHICH RELATE TO THE POSITION BEING APPLIED FOR (including a valid CPR and First Aid certificate):

Baby sitting course, Worker Health and Safety Awareness Cert, Accessibility for Ontarians with Disabilities Act (AODA) Training, VCCS Employment Skills Workshop, Pinnguaq Makerspace Collaborative/ TeamWork/ Problem Solving Workshop

SIGNATURE

May 6th 2024
DATE



Chippewas of Georgina Island First Nation Hadden Road Development Plan Project Location

Legend	
 Property of Interest	 Existing Data
 Proposed Concept	 LSRCA Regulated Area
 Vegetative Buffer	 First Nation
 Ditch / Swale	 Existing Marina
 Lots	 Commercial Area
 Single Family Lots	 Proposed Trail
 Industrial	
 Parking Lots	
 Road ROW	
 Greenspace	
 Commercial Servicing Area	



The accuracy & completeness of information shown on this drawing is not guaranteed. It will be the responsibility of the user of the information shown on this drawing to locate & establish the precise location of all existing information whether shown or not.



Coordinate System: NAD 1983 UTM Zone 17N
Scale: 1:5,000 (When plotted at 11"x17")

Data Sources:

- Data provided by York Region, Hydro One and The Government of Ontario.
- The LSRCA Regulated Area was digitized from LSRCA webmap.
- ESRI (basemap September, 2019)

Project #: 5234.0001.01
Author: SDF
Checked: DP
Status: Draft
Revision: A
Date: 2022 / 10 / 11



Appendix G - Evaluating Strategic Efforts and Monitoring Progress

Key performance indicators (KPIs) effectively evaluate strategic efforts and monitor progress toward goals. Appendix 1 is a KPI template the Economic Development Department can use to establish target metrics and measure progress toward those goals. Many of the recommendations and activities involve the support of other organizations, and it will be important to involve those stakeholders as the metrics are established.

Using the Template

Column A: Describes the strategic recommendation.

Column B: Provides example indicators/metrics.

Column C: If this activity is already underway, provide data to establish a benchmark

Column D: Establish a target metric based on reasonable growth from the Benchmark Metric, or if it is a new activity, determine the target matrix that is reasonable based on capacity and agreed upon by partners (if partners are needed to accomplish the goal).

Column E: Indicates if the metric is achievable in the short term (one to six months), medium term (seven to 24 months), or long term (three to five years or more). Multi-shading indicates if a goal requires effort across multiple timelines.

Column F: As the legend below suggests, interim progress can be indicated and reported with coding every quarter.

Legend:

Short-term	1-6 months
Medium-Term	7-24 months
Long-term	3-5+ years
Work has not yet started	X
Work is started, but less than 25% complete	○
Work is between 25% and 75% complete	<>
Work complete	□

Long-term target timelines for measuring success

Once implemented, the timelines for measuring and reporting economic and social impacts related to recommendations and strategic activities will range from the short to the long term—Figure 1 estimates when the Island can consider reporting impacts to stakeholders.

Figure 1: Long-term impact assessment schedule

Recommendation	Impact	Impact Timelines		
		Year 1	Year 5	Year 10
Recommendation #1 - Economic Development Communications				
1. Develop a communications strategy.	Businesses have greater awareness and engagement in various economic development activities such as training, events, etc.			
2. Develop a community/investment profile to attract the “right match” for future development projects.	Create a profile to provide an understanding of the Chippewas of Georgina Island First Nation (CGIFN). This will guide conversations, decision-making, and partnerships for future development.			
3. Website Updates	Enhance the current webpage to maximize exposure and adopt a customer-centric approach. Refresh the webpage by adding electronic resources, virtual training, and job opportunities.			
4. Business Directory	Launch a business directory housed on the website to showcase Georgina Island’s many businesses.			
5. Quarterly Newsletters	Develop an annual business newsletter highlighting businesses, programs, and job opportunities. Continue updating the CGIFN newsletter and website.			
6. Community Events	Develop diverse programming for local public spaces to engage residents in the community.			
Recommendation #2 - Entrepreneurship				
1. Business start-up assistance	New businesses are encouraged and supported.			
2. Company visitation program	Existing businesses in key sectors grow.			
3. Business seminars and virtual training.	Businesses can benefit (and experience returns from) the training opportunities and resources Small Business Centre Ontario offers.			
4. Create a funding chart for businesses	Businesses leverage diverse funding opportunities to expand and develop.			
5. Young Professionals Network	Assist in the attraction and retention of young professionals.			
6. “One” Business Portal	Expand the website and/or a physical location to include one destination for businesses.			

Recommendation #3 - Workforce Development				
1. Workforce Education	Enhance resources and work in partnership with employers, educational institutions, and/or trade associations to develop micro-credentials and upskilling programs to support the local workforce's potential for workforce development.			
2. Develop training programs to support key sectors	Develop a working group with educational institutions, such as Skills Training Centre, Y Space and Otter Board, to increase educational attainment in/on the region/Island. E.g. Trade Programs			
3. Job Matching	Increase job-matching capabilities with digital technologies to leverage existing strengths and merge with the economy of the future.			
4. Supporting Financial Literacy	Cultivate and strengthen financial literacy by utilizing training programs to educate the community on financial literacy and planning.			
5. Refresh summer student program	Enhance and refresh the Summer Student Program's branding, materials, and training.			
6. Host workforce roundtable	Implementing activities to ensure close alignment between all training programs and industry workforce needs.			
7. Incentives	Provide incentives for employers who hire graduates from Georgina Island to retain the students' post-completion of the program and anticipated co-op placement. Provide incentives for residents to increase their educational attainment and improve their skills.			
8. Funding Opportunities	Funding Opportunities Leveraging technology to connect businesses with opportunities for funding.			

Recommendation #4 - Infrastructure and Development				
1. Develop and finalize site plans for purchased properties (Appendix F)	Land use plans and needs analysis of community to maximize economic benefits of lands.			
2. Commercial and residential development	Prioritize and support mixed-use commercial and residential development opportunities on newly purchased properties, focusing on Elder Housing Development & Health Hub.			
3. Funding and incentives	Connect private businesses with opportunities for incentives and funding to accelerate infrastructure priorities.			
4. Secure Funding for future transportation needs	Work with consultants, stakeholders, and various levels of government to identify the need and opportunity for new ferry/causeway/bridge development.			
5. Community-Based Infrastructure Projects	Prioritize and accelerate enhancements to public spaces like sidewalks and Georgina Island wayfinding/signage.			

6. Secure funding for community-based infrastructure	Housing, Hadden Road Development, Community recreation/wellness areas Anishnaabeen Coffee Shop			
7. Land Use Policy updates	Develop an internal campaign to promote updated land use policies and law development to decision-makers.			

Recommendation #5 - Nation Building

1. Community Plan & Profile	Develop a Comprehensive Community Plan and profile to highlight the community.			
2. Develop a Request for Proposal (RFP) for Housing	Undertake housing needs assessment and develop RFP to create additional housing on the Island and newly purchased band land.			

Recommendation #6 - Leveraging Partnerships

1. Island View Business Centre	Continued work to explore additional opportunities to maximize the monetization of land, commercial opportunities and infrastructure on mainland properties.			
2. Leverage internal and external stakeholders on strategic projects	Quarterly or bi-annual meetings are held to understand new opportunities or enhance priority projects.			
3. Build strategic partnerships in the Greater Toronto Area	Generate partnerships and relationships with Toronto-area developers and Realtors in key priority areas, such as commercial development and residential and senior housing.			
4. Identify a partner for a Community-Based Loan Fund	Explore local, regional and provincial funding opportunities to create a Georgina Island-specific loan fund.			
5. Leverage Innovation Projects and Opportunities	Continued work for the Lake Simcoe Water Sampling Project and bee-keeping research.			