



Eyagoyadagen:ha

Helping the People

ANNUAL REPORT 2022 – 2023

GRAND RIVER EMPLOYMENT
AND TRAINING INC.



EVERY
CHILD
MATTERS



Contact GREAT
Phone: 519-445-2222
Toll Free: 1-888-218-8230





MEGA ENDS STATEMENT

Grand River Employment and Training Inc. exists to increase the number of employable Onkwehon:we, regardless of residence, and at a cost justified by results.



GRAND RIVER EMPLOYMENT AND TRAINING INC.



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A Message on Behalf of the Board of Directors

Sge: no (hello)

On behalf of the GRETI Board of Directors, **nya:weh (thank you)** for taking the time to read the 2022-2023 Annual Report.

As we reflect on the past year, we celebrate the success and accomplishments our team has achieved here at Grand River Employment and Training Inc. (GRETI). The staff at GRETI has continued to provide exceptional services and programming to our community. None of our accomplishments would have been possible without committed, talented, and knowledgeable staff. Thank you to our clients, funders, staff, and community members for being a part of this past year.

As the Chair, I am immensely proud to be a part of the Board of Directors at Grand River Employment and Training Inc. The Board continues to look for ways to strengthen our commitments to empowering our people to find employment, training, and educational opportunities in building a better future for Six Nations of the Grand River.

We look forward to the opportunities 2023-24 will bring.

Warmly,

Elijah M Williams

Chair, Board of Directors

BOARD OF DIRECTORS

Deneen Montour, Secretary
Trudy Porter, Treasurer
Phil Monture
Carl Hill

Ashley Johnson
Peggy Logan
Hazel Johnson
Wayne Hill



Introduction to GRETI

The organization's slogan, mission, and vision statement express the philosophy that GRETI exists to empower clients to pursue their individual growth and development. By doing so, GRETI's efforts, in the long run, will help increase Indigenous representation in the workforce and create lifelong sustainable careers for our community members.

GRETI is an Indigenous-led, non-profit organization providing employment and training supports to Six Nations band members, job seekers, and employers across Canada. GRETI has been recognized by the Six Nations of the Grand River Elected Council, and the Confederacy Council as the Indigenous Skills and Employment Agreement Holder and provider of employment and training programs.

Located in downtown Ohsweken, GRETI is housed in a 45,100 square-foot building consisting of four wings, each representing a longhouse. These wings feed into a central atrium, similar to the manner in which Haudenosaunee villages were once structured. The building symbolizes both the growth of the organization and the return to traditions that have characterized its development. The building can be viewed as a single-source facility, where the various tenants in the building offer services in areas such as employment, computer training, trades training, language classes, social service delivery, and business development.

GRETI has established several social enterprises to help support its mandate. These entities include the Opportunity Centre Office

Leasing, Financial Services, **Kayanase Ecological Restoration**, **Ogwehoweh Skills & Trades Training Centre (OSTTC)**, and **Sadeko:nih Food Services**.

Primarily funded through Employment and Social Development Canada (ESDC), Employment Ontario (EO), and Indigenous Services Canada (ISC), GRETI also actively pursues partnership development and has worked with government, community service organizations, municipalities, colleges, sector councils, and Indigenous organizations, to strengthen opportunities and programs available to clients and employers. GRETI continues to build and explore new partnerships and training opportunities so that it can continue to offer the community, its clients, and employers the best innovative services which in turn creates a successful community. GRETI continues to strive to improve programs to meet the needs of Six Nations citizens, regardless of where they live and to improve the delivery of services through culturally relevant approaches.

Official slogan

Eyagoyadagen:ha' — Helping the People

Mission statement

Our mission is to create pathways to wellness and prosperity through employment and training.

Vision statement

Our vision is a prosperous community that has equal access to sustainable employment.

GREAT Highlights from 2022/23



EMPLOYMENT
ONTARIO

Canada

- GREAT was designated as an “Optimal” service delivery from ESDC.
- GREAT Employment and Training Coaches started to initiate elementary and secondary school visits. They provided employment workshops, resume writing, interview skills, and more to support Six Nations youth.
- SEED Scholarship from Imperial Oil — Successful increase in allocation from \$55,000 to \$65,000 to support the OSTTC WRITE program.
- First Nations and Inuit Child Care Initiative — the childcare centres on Six Nations of the Grand River Territory had a total of: 70 children 0-2 years of age, 75 children 3-6 years of age, 142 children on the waitlist, 6 total sites offering early learning and child care, 282 total number of spaces (full-time and part-time spaces), 4 sites offering Indigenous language content, 6 sites offering cultural activities, and 6 sites offering supporting to families.
- In the year of 22/23, GREAT created a culturally relevant program line item under ISETS funding named the Language and Cultural Initiative. Designed to assist eligible clients who seek educational/on-the-job training/employment assistance in the Indigenous language and culture sectors. GREAT funded \$290,749.19 towards this program. 8 job placements, SNLC & SNFA, 7 POTs, 6 employment start-ups, and 1 donation to the SN Language Summit. GREAT also funded 17 culturally relevant student placements at the WCC, Kawennio, Kayanase, Kahawi Dance, Gardening, Mohawk Seedkeeper and Sapling n Flint.
- GREAT signed a new lease for a new location in Brantford. The satellite office is located at 30 Brant Avenue, Brantford, Ontario. The new site is accessible, relatively close to the downtown area, on the bus route, in a building with NPAMMB and Kelly Services – Temp Agency.
- In January 2023, ESDC announced requests for additional funding to cover Urgent Repairs and Renovations for existing First Nations and Inuit Child Care Initiative (FNICCI) recipients. Little and Littler Treasures applied and was approved for a total allocation of \$205,600 for the 2022-2023 fiscal year. The approved activities included: 1. To conduct needs assessment, 2. New roof, 3. Replace decks, 4. Replace playground fences/gates, 5. Replace classroom windows and screens, 6. Purchase humidifiers, 7. Purchase dehumidifiers, 8. Replace thermostat, 9. Restock first aid kits, 10. Replace fire extinguishers, 11. Update fire alarm system, 12. Repair and paint walls, 13. Replace damaged cots, 14. Replace shed, 15. Replace table, 16. Replace shelving, 17. Purchase microwaves, 18. Purchase lawn mower, 19. Purchase weed whacker, 20. Replace vacuums, 21. Repair parking lot (grading, fill, paving). Due to the funds being approved late and the funds not being transferred until after March 31st, 2023, the activities were delayed until the following year.





Eyagoyadagen:ha
Helping the People

MARJORIE HENHAWK



Career Highlights

- 2002 received the Queen's Golden Jubilee Medal
- 2008 received the Dreamcatcher Award for Exceptional Service in First Nations Communities
- Has assisted over 4000 youth during her career
- 1st Aboriginal Field Officer for The Duke of Edinburgh's Award

*Nya:weh for 26
years of service!*

Marj Henhawk is Wolf Clan, Mohawk Nation, of the Six Nations of the Grand River Territory. She has spent most of her life living on reserve; except for time she spent living in London pursuing a BA in Social Sciences at Western University. She has devoted the past 35 years of her life to working with First Nations youth both on and off reserve with a focus on job readiness, and career planning.

"The connection she makes with all youth, especially those who are experiencing barriers is the true work that needs to be done in the community. In the end, its not about spending the funding or the administrative work, it's about improving the overall quality of someone's life in a positive way "

Jordon Myers, Employment Ontario Team Lead

Of the 35 years of her career, Marj has spent 26 of them at GREAT as an Employment and Training Coach. In this position she has helped youth and adults on their journey of discovering their own skills and abilities, while working towards a gainful career that they enjoy. She has found it to be a very rewarding career supporting others to look within themselves to be the best they can be.

"it's important for me to feel like I'm making a difference and empowering them to realize their full potential" - Marj

Marj has championed a number of initiatives during her time at GREAT; specifically, the Youth Job Connection program and Summer Challenge. Both programs focus on youth being exposed to employment readiness elements that will better prepare them to begin their own journeys towards employment and independence.

GREAT would like to take this opportunity to recognize Marj and the extraordinary 26 years of service she has provided to community and all of the clients that have come through our doors. GREAT is a better place because of her!



GREAT Student Office

10 SUMMER CHALLENGE COMPLETIONS!

The Student Office assisted both Post-secondary and Secondary students to obtain summer employment through the administration of 8 student-oriented programs: The GREAT Youth Summer Student Program, Indigenous Services Canada's Summer Work Experience Program, Summer Challenge, Student Transition Supports, Student Employment Supports, Driver's Education funding, and the Summer Readiness March Break Camp.

The Summer Student Office assisted 200+ students with job searching, resume, cover letter and interview workshops, work placements, student transition supports, employment supports, and driver's education for the 22/23 fiscal year. Registration includes Post-Secondary and Secondary students. The Student Office's objective is to help Six Nations youth acquire transferable skills and to assist them in preparation for future entry into the labour market while exploring different career fields.

“ **The Summer Student Office assisted 200+ students with job searching...** ”

The office is responsible for allocating funds to eligible employers to employ students as well as completing outreach for local employers. The Student Office was also able to successfully schedule sessions within the local high schools which offered lunch and learns, information

sessions, and appointments on-site for students to access services and programming.

For the 22/23 fiscal year, the GREAT Student Office was able to fund 45 placements through our programs as well as 10 students that successfully completed the Summer Challenge Program and 10 youth through the Summer Readiness program. The length of the programs ranged from 4 weeks to 16 weeks. Students were able to gain work experience in various areas ranging from administrative, language and culture, general labour, ecological, legal, healthcare, and education. We were also able to assist with Student Transition Supports to assist students with any back-to-school costs. The Student office also delivered a new program, the Summer Readiness program, which assisted youth in learning about their employment options, rights as workers, and employment exploration.

Nya:weh to all the employers and students who accessed the services offered through the Student Office in 2022!

GREAT Student Office

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Ohswegen, ON N0A 1M0

Phone: 519-445-4074

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Employment Ontario Update

2022 – 2023 was an excellent year for all programs under Employment Ontario.

The programs offered under the Employment Ontario umbrella are **Employment Services, Canada Ontario Job Grant, Youth Job Connection, and Youth Job Connection: Summer.** The EO services were highly successful, as many of the set targets for the various programs were met and exceeded.

The Employer Services program offers services at GREAT for any Ontarian. Over **211** clients found employment and training opportunities.

We provided 2,133 workshops, which focused on Job Search, Interviewing Skills, Career Planning, Service Orientation, resumes, and cover letters. GREAT has an excellent team that works with the EO funding: **Marjorie Henhawk, Jerrica Thomas-Hill, Marcia Vanevery, and Layne Smith as the mentor.**

For employers, EO offers to assist in finding workers with the skills they need. For individual workers and job-seekers, it provides resources and information, job search and placement services, training, referrals, and other support to help them meet their employment goals.





“ The Canada-Ontario Job Grant offers various skills training services to employers and individuals. ”





The Canada-Ontario Job Grant offers various skills training services to employers and individuals. The primary purpose of the Grant is to support workforce development and encourage greater employer involvement in training through cost-sharing arrangements to train individuals.

Through employer-led skills training, the Grant also provides unemployed individuals with the skills necessary to obtain employment, and for employed individuals to maintain employment and advance in their careers.

The **Youth Job Connection** and the **Youth Job Connection: Summer** programs are highly valued at GREAT. These programs are specific to youth who may be experiencing multiple barriers to employment. Marjorie Henhawk, who has over 25 years of experience working with youth, facilitates both programs. The experience that Marjorie brings has increased the overall success of the programs and has positively influenced many of the youth's overall well-being. Marj works with the youth, provides strong service coordination with other community agencies when needed, and works with employers to provide these youth employment opportunities. Marj is also a big advocate for working with the youth to obtain further training opportunities, from obtaining their GED to going to Post-Secondary Education.

GREAT would like to thank and wish continued success to all our **clients** and **employers** who access the programs and services here.

Nya:weh

Jordon Myers, Team Leader



2022 – 2023 Programs & Services

Grand River Employment and Training had an exceptionally successful 2022-2023 year coming out of the pandemic.

Grand River Employment and Training had an exceptionally successful 2022-2023 year coming out of the pandemic. GREAT's continued success relied heavily on the fact that all staff worked harmoniously and synergically together. The teamwork shown by the GREAT staff has been exemplary in being able to move forward to maximize client service.

Staff effectively and efficiently continued to serve clients and the community operating on a hybrid model and scheduled in-office days. Due to the innovation of offering remote appointments and services, the Employment and Training Coaches reported a drastic decrease in client failure-to-reports and an increase in client follow-through. Allowing clients to submit documents electronically and communicate with our office via phone removed transportation and timing barriers to the community. Clients have continued to express their appreciation of having a choice between in-office or over-the-phone appointments.

Throughout the year, GREAT was challenged with being able to assist clients in overcoming barriers specific to Six Nations of the Grand River. Our Employment and Training Coaches reported



the highest barriers to our clients to consist of 233 with lack of transportation, 103 with a lack of dependent care, 164 with physical, emotional, or mental health barriers, 358 indicating education, and 338 clients with economic status. Total barriers identified by the community we served equalled 1,683. GREAT continued to see employers failing to fill positions and retain employees, even with assistance from GREAT by utilizing in-house info sessions, job fairs, and employer spotlights on social media. The local labour market and jobs available far exceeded the number of workers we could recruit in the community in all sectors.

GREAT proceeded with our Process Optimization project and examined 3 different software companies. In the end, it was decided by the entire organization that the programs did not fit the uniqueness of our organization

2,133 CLIENTS!



and clientele. We collaborated with OSTTC and chose to remain with our current database, Accountability Resource Management System.

GREAT continued to utilize technology to optimize our processes and processing time, resulting in being able to provide faster client service. It worked to refine our guidelines to streamline funding and maximize our budget in Programs and Services. GREAT held and attended many community events to continue to increase knowledge and awareness around programs and services offered here at GREAT. GREAT worked towards strengthening existing partnerships and creating new ones to ensure continued collaboration and success towards sustainability for the community.

GREAT's breakdown in programming:

- **151 clients** received work experience via training programs such as training on the job, and targeted wage subsidy workplace-based experiences.
- **182 clients** attended OSTTC classes. An increase of 38 clients prior fiscal.

- **526 clients** completed a purchase of training intervention in 22/23.
- **2,133 clients** attended workshop development in the areas of: EI information, Apprenticeship orientation, specific trades, cultural awareness, resume/cover letter, budgeting, GREAT programs how we can help you, interview techniques, essential skills, worker health and safety, what's in the labour market, student opportunities.
- **18,489 community members** accessed services in the 22/23 year. This includes; **8,767** incoming calls, **1,569** client registrations with GREAT, **5,629** interventions with clients, **224** clients that utilized the CIC, **2,133** in workshops attended, and **167** community members that applied for SNEC positions through GREAT.
- GREAT posted and provided access to **40,351 jobs** for clients on social media and on the GREAT job board.
- GREAT provides information regarding opportunities for self-employment via social media and the job board and counselling.
- GREAT supported 6 new businesses with our Self Employment Assistance program. This includes a monthly stipend for 12 months and a \$5,000 capital allocation to help their growing business. Our SEA clients ranged from holistic healing centres to farming and landscaping entrepreneurship.
- Out of the 6 clients who participated in the inaugural Persons with Disabilities Employment Readiness program, 5 successfully completed both the in-class and placement portion and the remaining

client completed the in-class portion. The program curriculum was created specifically for our community members who identified with having a disability. Clients in the program were given an increased MTS of \$2,000 per client and workshops and placements were adjusted to accommodate their needs.

Our PWD clients were also provided transportation throughout the program as well as meals while in the training segment. The 5 clients who completed the program will be extending their placements under the Disabilities Opportunity Initiative program to continue in their respective placements with one trying out a new placement opportunity. Placement hours and days will be based on the client's capacity.

- Summer Challenge – We had nine participate in the Summer Challenge Program last fiscal year. We had 7 complete all workshop and placement portions, and 2 completed partial workshops and all of their placement portion. Placements included a tattoo shop, WCC, Kayanase, Family Gatherings, SN Social Services, SN Parks and Rec, and Iroquois Lodge. 4 participants have returned to their previous placements this year, 3 of which were hired back from our SSP funded programming, and one was hired back through the YJCS program.
- Youth Job Connection Summer – 9 students of the YJCS program successfully completed the workshop and placement and returned to school to complete their OSSD in 22/23. Two of the students have successfully returned to their previous placements this summer and another was hired on for a new placement through our SSP funded placement program.
- Summer Readiness Camp – This was a new project for the Student Office. The camp was held for 10 High school students (ages 14-18) to teach students the ins and outs

of employment while dealing with real-life experiences and prepare for upcoming summer employment. Students earned 20 hours of volunteer experience toward their mandatory volunteer hours for their OSSD. Upon successful attendance and participation, students received a \$300 completion bonus. 9 of the 10 received the bonus and 2 out of the 10 successfully secured summer employment through our funded positions.

- GREAT website provides information on self-employment opportunities and access to information on programs and funding criteria.



For the third year in a row, GREAT met and exceeded targets for our ISETS programming.

By our second quarter, September 2022, GREAT had already reached over 1,200 clients served and 780 clients employed.

We continue to be grateful to our team for the meaningful work GREAT does for the community of Six Nations.

The organization prides itself on providing client-centered service, partnership, development, and to continuing to enhance the programs and services provided.



2023 SUCCESS STORIES

Kennedy has been a client with GREAT for well over 8 years now. She came to us while she was in high school to assist with preparation for her first job, and more recently we were able to financially assist her while she completed her Practical Nursing program.

"GREAT has made me more confident in reaching out to my community. I'm beyond thankful that GREAT was able to help with financial support as I was ineligible for GRPSEO and an OSAP loan wasn't for me then. If I could offer some advice — take the chance, we have community resources for a reason, it doesn't hurt to ask anyone if you are unsure of things".

– Kennedy Montour



Tia began utilizing GREAT services while she was in high school, preparing for summer jobs and future opportunities. She continued to expand her education each year as she closed in on the field that she held the most interest in.

"When the Paramedic Administrator posting came about, I almost didn't apply in fear that I wouldn't get it, but I did AND I GOT THE JOB! All because GREAT & OSTTC had the right resources and attitude to lead me where I needed to be. I have no doubt that any client choosing to expand their education through GREAT with a positive mind will do excellent in their future endeavours". – **Tia Porter**



Natasha came to GREAT during a speed bump in her journey when she was not accepted initially into the Dental Hygienist Program. Knowing that this was still the field she wanted to work in, she met with an Employment and Training Coach to discuss next steps. GREAT financially covered Natasha to complete the Dental Assistant Program so that she could still make strides in the right direction.

"GREAT has positively impacted my professional development by supporting me throughout every stage of my post-secondary and into my employment journey".

– Natasha Horning

GREAT Programs & Services



**EMPLOYMENT
ONTARIO**

Canada

SERVICE CANADA

Employment Support (ES) / Targeted Earning Supplement (TES)

The Employment Support program is designed to provide the support necessary for individuals to enter or re-enter the labour market/training program. Employment Supports may be used to cover costs, including but not limited to:

- Purchase of work clothes
- Certification and Testing
- Equipment (i.e, Safety glasses and work boots)
- Bus Tickets/ Passes
- Police checks
- Internet set up fee
- iPad/laptop/tablet
- Purchasing Software for electronics/updating software
- Childcare
- Transportation Costs

Employment Transition Support (ETS)

The Employment Transition Support is designed to provide the support necessary for individuals to enter or re-enter the labour market/training program. Employment Transition Supports may be used to cover costs, including but not limited to:

- Purchase of work clothes
- Certification and Testing
- Equipment (i.e, Safety glasses and work boots)
- Bus Tickets
- Driver's Licence
- Birth Certificate
- Criminal Records Official Pardon
- Police checks
- Driver's Ed (non-student)
- Internet set up fee
- iPad/laptop/tablet
- Purchasing Software for electronics/updating software
- Childcare
- Lost ID costs
- Transportation Costs





Employment Retention Support (ERS)

The Employment Retention Support is designed to provide support to enable a client with a job to continue working in that job. The assistance should be extraordinary in nature and not lead to continuing dependence on the ISETS program. An Employment Retention Support may be used to cover costs, including but not limited to:

- Purchase of work clothes
- Equipment (i.e, Safety glasses and work boots)
- Bus Tickets
- Driver's Licence
- Birth Certificate
- Criminal Records Official Pardon
- Police checks
- Career driven technological demands
- Childcare
- Lost ID costs
- Transportation Costs

Mobility Assistance

The Mobility Assistance Program is designed to enable clients to accept full-time employment opportunities when the client must move from their existing residence to a new location to accept a job, as well as with financial assistance for traveling to an interview.

Purchase of Training (POT) / Skills Development (SD)

The Purchase of Training Program is designed to help participants overcome existing or anticipated labour market barriers, by obtaining employment that meets the labour market of businesses and other organizations' needs.

The Program offers funding for a variety of training courses, from public and private training institutions. In order for a client to be reimbursed for any cost associated with a Purchase of Training/Skills Development Program, prior approval must be given from the ETC during the counselling interview. (Example, tuition fee, seat fee, books and other related costs.)

Monthly Training Supplement (MTS)

In order for a participant to be eligible for an MTS, the course must be considered full-time as deemed by the training institute. Following the eligibility guidelines, the participant must be unemployed or underemployed to be eligible for MTS.

Training on the Job (TOJ) / Targeted Wage Subsidy (TWS)

The Training On-The-Job Program is designed to assist eligible participants to become employed by providing training and work experience for entering into the workforce or a new employment field. This Program offers on-the-job training costs, participant wage subsidies and other specified costs to employers.

Eligible businesses and organizations including but not limited to: profit, not-for-profit and government departments.

Disability Opportunity Initiative (DOI)

The Disability Opportunity Initiative is designed to help persons with disabilities prepare for, obtain, and keep employment or become self-employed, thus, increasing their economic independence. Any of GREAT's employment and training programs can be utilized to remove barriers to employment for persons with disabilities.

Internship (Job Opportunities/Career Focus)

An internship provides post-secondary graduates with career-related skills enhancement and work experience, to help them make a successful transition into the labour market in their education and employment field.

Self-Employment Assistance (SEA)

The Self-Employment Assistance Program provides financial assistance to eligible participants, to help them start their own businesses. The Self-Employment Assistance Program allows participants to concentrate on making their businesses successful.

Skills Enhancement (Workplace Based Training)

The Skills Enhancement Program is designed to help employed or under-employed participants remain gainfully employed, when a threat of loss of job is imminent or to enable employed participants to enhance skills required for their employment goal. The threat of loss of a job can be as a result of changes in technology or certification or education requirements for the job.

Examples: welding certificates, membership fees, etc.

Career Experience/Job Shadow

The Career Experience/Job Shadow Program is designed to expose unemployed participants to one or more careers, to help them decide on the career they want to pursue, before or after formal education. The program will provide participants with an opportunity to experience a career, through a job shadowing experience, with a selected employer.

Youth Community Based Projects

The Youth Community-Based Project is designed to provide work opportunities to Six Nations

youth ages 14-30 who face greater barriers than their peers, to entering the labour market, by providing opportunities for youth to participate in meaningful community service projects. The program offers valuable job and life skills while strengthening the sense of accomplishment and attachment to their community by supporting innovative projects that will respond to youth's need for community-based activities and involvement.

Language and Cultural Initiative (LCI)

The Language and Cultural Initiative program is designed to assist eligible clients who are seeking educational training / on-the-job training/employment assistance in the indigenous language and culture sectors. Financial assistance is provided towards wages, tuitions, supplemental allowances, employment start-ups or maintenance, program completion bonuses, etc.

Student Transition Support (STS)

To assist Six Nations of the Grand River band members who are attending secondary and post-secondary school full-time with financial assistance in the transition to school and/or training.

Student Employment Support (SES)

To provide employment support for youth of the Six Nations of the Grand River to encourage and provide the necessary support to stay in school and work towards their chosen career path.

Student Program – (ISETS- Summer Student Place- GREAT Youth)

The Student Program is designed to provide career-related, summer employment for secondary and post-secondary students, by providing wage subsidies to employers. The Student Program also supports the operation of a summer employment office.

Summer Challenge

The Summer Challenge Program is designed to encourage students to stay in school, return to school or transition from school to work, by encouraging personal development, through life skills and job readiness training, while stressing the importance of staying in school.

EMPLOYMENT ONTARIO

Employer Services (ES)

The Employer Services (ES) of Employment Ontario is designed to provide assistance to clients who are seeking employment. ES provides employment services and supports to a wide range of individuals, including youth who may be facing some barriers.

Employers must submit an Employer Application, Job Description, training plan and be willing to provide experience that will prepare the participant to work in their chosen career.

Clients are made aware of employment and training supports of up to a \$500 maximum, per client participating in any assisted component. These supports are determined, based on family income that falls within the low income "Market Basket Measure Thresholds by MBM Region".

Youth Job Connection- Summer (YJCS)

Youth Job Connection Summer is designed to help young people between the ages of 15-18 who face challenging life situations. It provides them with pre-employment training and work opportunities that will help them make informed career and educational planning decisions as they embark on their careers.

Youth Job Connection (YJC)

The Youth Job Connection program is designed to help young people between the ages of 15-

29, who face serious barriers to employment. It provides access to employability and employment skills development, along with education/training and work experiences. The goal is to achieve long-term employment, meaningful careers and success in their future work lives.

Canada Ontario Job Grant

The objective of the grant is to support workforce development and encourage greater employer involvement in training through cost-sharing arrangements to train individuals.

Through employer-led skills training, the grant also provides individuals with the skills necessary to maintain employment and advance their careers.

Skills training is intended for employed individuals acquiring new skills for their current job or in preparation for another job with the same employer and unemployed individuals starting a new job.

Building on the overall objective of the grant, the province also has the following strategic priorities for how the Grant is utilized with employers and individuals.

- Supporting Unemployed Individuals: Employers willing to hire and train unemployed individuals to fill their job vacancies.
- Supporting Job Creation: Employers use the grant to support expansion of their workforces
- Increased Job Quality: The grant supports permanent, sustainable full-time jobs
- Job Advancement: The grant enables incumbent workers to remain in their current position or for incumbent workers to take a new position, within the business that offer greater responsibilities and/or rates of pay.

Better Jobs Ontario

To provide laid-off, unemployed individuals with skills training to help them find employment in

Occupations with demonstrated labour market prospects in Ontario.

GREAT does not approve Better Jobs Ontario Applications – the applications are completed with the client and the ETC through CAMS – The application is then reviewed by the Ministry of Colleges and Universities.

The Ministry will let the client know if the application is approved.

Financial Assistance, if APPROVED will come directly from The Ministry.

Second Career – Fast Track Stream

To be eligible for the Fast Track Stream, individuals must meet all following criteria:

1. Have been laid off on or after March 1, 2020 from a sector identified as highly impacted by COVID-19;
2. Have no more than a high school education and/or have been laid off from an occupation that required no more than a high school education; and
3. Are unemployed; and
4. Are a resident of Ontario
5. Are a Canadian Citizen or permanent resident or meet the 900 series SIN policy.
6. For the purposes of BJO, laid off individuals also include those:
7. Whose employment contract has ended
8. Who have received Employment Insurance Benefits(EI) maternity or parental leave benefits and are seeking to re-enter the labour force

9. Who have left work due to medical reasons
10. Who were laid off on or after January 1, 2005 and then became self-employed.

INDIGENOUS SERVICES CANADA

The First Nations and Inuit Skills Link Program is one of two programs Indigenous Services Canada (ISC) administers under the First Nations and Inuit Youth Employment Strategy (FNIYES). The other portion of the FNIYES is the Summer Employment Experience program. GREAT runs our Mentored Work Program, Science and Technology program and Co-operative Education program under the FNIYES program as well as the Summer Employment Experience program.

The program has the following objectives:

- To promote the benefits of education, as key to youth's participation in the labour market.
- To support the development and enhancement of young people's essential employability skills, such as communication, problem-solving and working with others.
- To introduce youth to a variety of career options.

Eligible participants include:

- First Nations and Inuit youth ordinarily residents on reserve, in recognized communities or on community lands
- Inuit who are residents in Canada but reside outside their territory and are no longer eligible to be funded by their territory
- Eligible participants must be legally entitled to work in Canada. Youth means persons aged 15 to 30 inclusive.
- Mentored work placements are for youth who are not in school, are unemployed or underemployed.

- Co-operative education placements youth may be younger than 15 years of age. Activities under cooperative placements are designated for students in grades 7 to 12 (secondary 1 to secondary 5) and are enrolled in and attending a federal or First Nation administered school.

For career promotion and science and technology activities, youth may be younger than 15 years of age.

The key activities of Skills Link Program are:

- Wage subsidies for work placements and mentorship for youth who are not in school to enable them to develop employability skills and support their educational and career development
- Activities designed to support First Nations and Inuit youth entrepreneurs gain self-employment
- Training experiences that support youth in acquiring skills needed for work placements
- Career development information, including awareness and support activities like career fairs and leadership projects
- Career planning and counselling activities that promote science and technology as an educational or career choice, including science camps, computer clubs and activities that connect science and technology to traditional Indigenous knowledge.



Outreach Initiatives

2022 - 2023

As the COVID restrictions slowly decreased, GREAT was happy to be able to host more regular, in-person events for the Six Nations community again. We continued our annual events, such as the job fair, client appreciation, community awareness, and job search support nights. Although, as we received more approval to have in-person events, we increased our outreach and found creative ways to reintroduce ourselves to new and returning clients.



Office Changes

While we were preparing to open our doors again to the community, GREAT took some time to revamp some of our physical spaces. To start, the Student Office was moved from the Two Rivers office into the GREAT Wing. This allowed all GREAT staff to be closer in physical proximity, and more accommodating for students to find. Creating this space also allowed us to become more student-friendly, providing a lounge area for students to feel welcome and relaxed.

We also invested in some signage around the building from local Scroll Saw Artist, Kelsey Powless of Powless & Co. One sign can be found by our Student Office, another outside of the GREAT Wing Doors, and a third sign in the Atrium outlining GREAT's mandate with a beautiful display of some Haudenosaunee clans.

Walk-In Wednesdays

To decrease barriers for clients, GREAT started a Walk-In Wednesday initiative. This allowed clients who may have a time-sensitive need, or quick question to speed up the normal intake and appointment process to receive assistance from an ETC during designated hours on Wednesdays. We have observed a steady increase in community members using our walk-in Wednesday period so much that we needed to add more available staff during this time frame to ensure we can service as many community members as possible. This was a very successful initiative that we will likely continue as long as the need is present.

Job Fair

Every year GREAT aims to provide the community with at least one major Job Fair. This year we were able to successfully host two due to the high demand of employees that were needed across all sectors. In June 2022, we hosted a two-day event to accommodate as many community members as possible. Then again, on March 9th, 2023, we hosted an "Opening Doors to Your Future" event in the GREAT Atrium with over 20 employers, a free meal, on-site resume and cover letter assistance, and giveaways! The event was very well attended and fostered many relationships. Nya:weh to all the community members and employers who make these events successful!

Outreach Initiatives

2022 - 2023

Harvest Lunches

At GREAT, we strongly believe that being successful in employment and training is inclusive of being well mentally, physically, and emotionally. Keeping that in mind, in October of 2022, GREAT partnered with the Six Nations Nutrition Program and sponsored catered harvest lunches to all of the local elementary schools to ensure bellies were full and ready to learn! GREAT staff took time out of their day to go serve each school and it was beautiful to see the happy students so grateful for their meals. Nya:weh to the local caterers and the staff and volunteers of the Student Nutrition Program who helped with this initiative!



Language and Culture Initiatives Programming

One of our main goals throughout 2022-2023 was to increase our language initiatives throughout our office and programming. As part of that initiative, we designed sweaters for office staff and the community that displayed Haudenosaunee clans as well as our slogan "Eʏagoyadag̃:ha" – Helping Our People". As the months passed it was lovely to see the number of clients and community members around wearing our GREAT sweaters proudly. Another language initiative that GREAT participated in this year was the Language Summit on March 24th and 25th

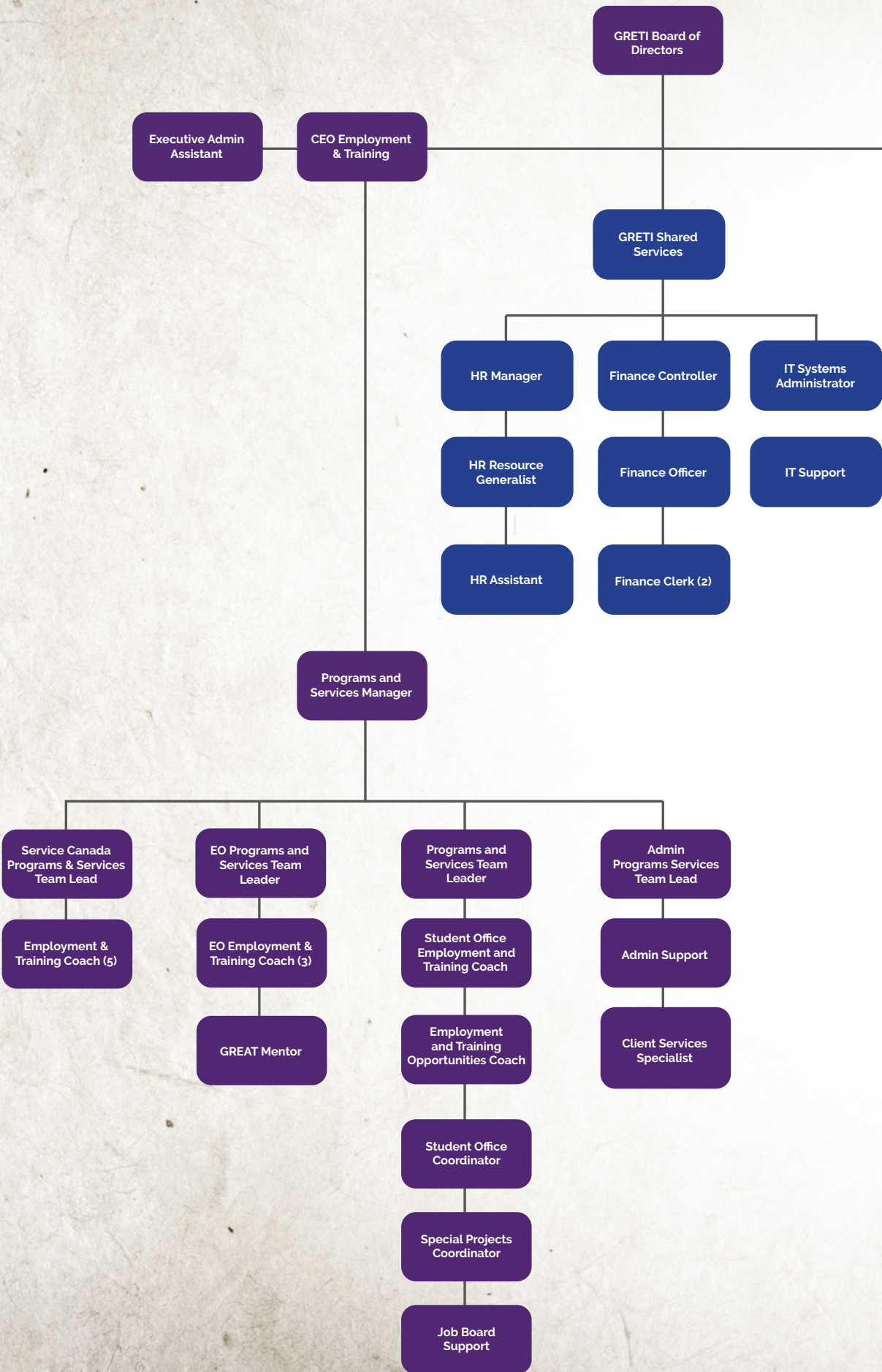
hosted at the Six Nations Community Hall. This was a two-day event open to all community members to enjoy an agenda filled with guest speakers, panel discussions, breakout rooms, singing and dancing. GREAT was proud to partner with several organizations for this event and we hope to continue to push for language revitalization in every way that we can.



School Visits

After discussing the impact of COVID isolation on children and families, GREAT recognized a need to get into new spaces to offer information on employment and training rather than waiting for clients to come to us. With this discussion came the idea to outreach to all local secondary schools, and some local elementary schools. Our employment and training coaches divided into teams and visited approximately 12 schools in the surrounding area to offer students resources, information, and assistance on a variety of employment and training concepts.

In addition to offering our services in new locations, we also did a backpack giveaway in September. The GREAT staff assembled and packed over 100 backpacks with notebooks, pencils, calculators, highlighters, and more to ensure that students in need could start their school year off with all of the supplies they would need.



G.R.E.T.I.
Organisational Chart




Ogwehoweh Skills and Trades Training Centre (OSTTC)

The Ogwehoweh Skills and Trades Training Centre (OSTTC) opened in 2003 to meet the community training needs of Six Nations of the Grand River Territory. It provides instructor-led courses and has become an Indigenous leader in education and training for vocational, trades, business, and professional development programming.

OSTTC primarily serves the communities of the Six Nations of the Grand River and Mississaugas of the Credit. Other partners include regional employers, Grand Erie District School Board, Canadian Welding Bureau, various trade unions, Ontario Skilled Trades Alliance, and consultants to assist in the delivery of some student training.

OSTTC programs include:

- GED
- Accounting Essentials
- Human Resources Essentials
- Professional Office Essentials
- Business Fundamentals
- Academic Upgrading – Math
- Academic Upgrading – Physics
- Early Childhood Education [ECE]
- Standard First Aid/CPR, Level C
- Introduction to Land Based Tourism and Adventure
- Basic Kayak and Land Based Skills Workshops
- Basic Computers
- Employment Readiness
- Introduction to Healthcare
- Introduction to Indigenous Broadcasting

Trades Training

- Welding Techniques (Level 1)
- Introduction to Metal Fabricator (Level 1)
- Construction Safety Training
- Work Ready Indigenous Trades Experience [W.R.I.T.E]
- Welding Inspector (Level 1) Training
- Welding Re-Certification Testing
- Manufacturing Technology – Robotics
- Welding (Level 1) Assessments
- Welding Supervisor Training
- Canadian Welding Bureau [CWB] Accreditation and Test Centre

Skills Upgrading

- Grade 11 Math
- Grade 12 Math
- Grade 12 Physics
- Assessments
- Trades Entrance Exam Prep



Currently, OSTTC offers accredited programs in partnership with Mohawk College, Fanshawe College, and Conestoga College. OSTTC can design a specialized curriculum to meet clients', employers' or agencies' needs. Current funders include GREAT, Service Canada, Ministry of Training, Colleges and Universities, Ontario Works, and the Yves Landry Foundation.

VISION: OSTTC is a leader in education and training built on a foundation of Indigenous knowledge, creating holistic wellness and student success.

MISSION: OSTTC will achieve this vision by:

- Working with community and employers to ensure employability by creating an in-demand skill set.
- Supporting student success through culturally based and appropriate learning, wellness resources and individual guidance.

MANDATE: OSTTC's mandate includes:

- Increasing the capacity of life-long learners towards self-reliance, responsibility, and wellness through education and careers;
- Providing responsive programming that meets labour market demands; Forging meaningful partnerships with employers and stakeholders;
- Building a sustainable organization of choice for students and funders of Indigenous education;
- Increasing awareness and enhancing recognition of OSTTC.

VALUES: The OSTTC Professional Code of Ethics reflects the values and ethical foundation of the organization, essential to both teaching staff and administrative staff. Professional conduct, practice and integrity are outlined in detail within the Code of Ethics: Respect; Care; Trust; Integrity.



OSTTC designs specialized curriculum that meets the needs of employers or agencies, and we will work with you to ensure it is exactly what you want.

Contact us for more information: 519-445-1515 or allie@osttc.com

OUR SITES: The main training facility operates out of the GREAT Business Opportunity Centre in downtown Ohsweken consisting of five classrooms and three trades bays for the ultimate hands-on learning experience. This campus is home to Welding, Computers, and various Professional Development programs.

The second location, the Multi-Trades Building at 1039 Chiefswood Rd, hosts our construction, manufacturing, and outdoor training programs in an open multi-purpose learning space.

The new OSTTC learning space at Kayanase provides land-based learning and our ecological programming incorporating a 55,000 sq ft greenhouse and a 80 ft. 17th-century replica Iroquoian Longhouse.

OSTTC can design specialized curriculum that meets the needs of employers or agencies, we work with you to ensure it's exactly what you want. **Contact us for more information 519-445- 1515.**

Many of OSTTC's existing training programs are regulated by external or provincial agencies and consequently, OSTTC is required to maintain progress reports, reporting, and delivery mechanisms to retain existing licenses. We are experienced in delivering post-secondary certificate programs and as such we have been very successful with student retention and employment opportunities once training is completed.

OSTTC takes pride in the partnerships we have been able to form and retain. We work with various organizations within the Six Nations and surrounding communities, and have also developed partnerships with Ministry organizations, surrounding school boards, and employers. We want to ensure we provide the best opportunities possible to our students!

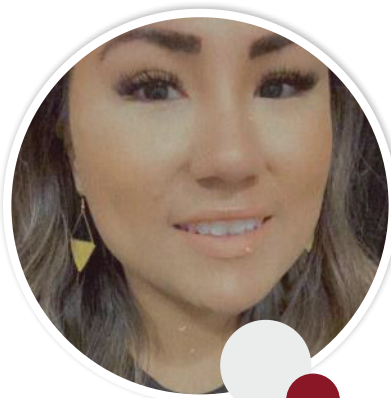
For more information, please visit our new website at www.OSTTC.com or follow up on our social media work.

   @OSTTC & @OSTTC.sn



STUDENT SUCCESS STORIES

"I have wanted to get my ECE for a very long time now. I have attempted once and couldn't complete for personal reasons. In that time, I felt no support from the school I was trying to complete this with. But, when I saw this program, I thought this is the perfect timing for me! I love that it is all online but is connected to OSTTC too so I would be able to have support in person if I needed it".



Rachel Styres – Graduate of Early Childhood Education

Harmony's advice to those interested in taking a program at OSTTC is:



"I would say, go for it! It's an easy process to enter a program, and OSTTC will help you succeed. You won't feel alone or struggle in these programs because the staff and teachers are more than helpful.

OSTTC provides such value to Six Nations and its people. Take advantage of what it has to offer and appreciate what they do, because we are very lucky to have accredited learning available to us right in our community".

Harmony Sabourin – Graduate of Professional Office Essentials

2023

Maye's advice to those who are thinking about taking this trades experience is to do it!

"If you're thinking of going into the trades, this program is a great way to not only find out if it's what you want to do, but you are also getting to learn and experience new things!"

Maye Miller – Graduate of Work Ready Indigenous Trades Experience (W.R.I.T.E.)





2023-24 COURSE CALENDAR

PROGRAMS AND DATES

2023 Program Dates and Tuition Amounts are Subject to Change

SEP	Employment Readiness Sep 5 - Dec 22, 2023
	Welding Techniques (Level 1) Sep 5 - Dec 15, 2023
OCT	GED Oct 3 - Dec 22, 2023
	Driver's Ed (Part 1 of 2) Oct 28/29, 2023
NOV	Driver's Ed (Part 2 of 2) Nov 4/5, 2023
DEC	Construction Safety Training Dec 4 - 8, 2023
	First Aid/CPR Dec 9/10, 2023

2024

JAN	Residential Construction Jan 15 - Apr 26, 2024
	Metal Fabricator Jan 15 - Apr 26, 2024
	First Aid/CPR Jan 27/28, 2024
	Business and Entrepreneurship Fundamentals Jan 29 - Apr 19, 2024
FEB	GED Feb 5 - Mar 22, 2024

WORKSHOPS

Practicing a Good Mind September 13, 2023
Corn Braiding and Soup Making (1 of 3) September 26, 2023
Corn Lying, Wash, and Soup Making (2 of 3) October 27, 2023
Beaded Poppies October 28, 2023
Corn Pounding and Corn Bread Making (3 of 3) November 17, 2023
Ribbon Skirt Making November 18, 2023

We have **CWB Testing** every 2nd and 4th Thursday of each month at 8:00 am

CONTACT
Richard Green
richard@osttc.com
519-732-9268

Longhouse

Ganqsa'q:weh

On July 22, 2022, the Ganqsa'q:weh, "Real/Original House" The Longhouse was engulfed in flames. Grand River Employment and Training Inc. Board and staff would like to acknowledge the outpour of support from our community, partners, and neighbours. We are very eager to rebuild Ganohsa'oweh and continue our mission of education and cultural awareness.

OUR STORY

Kahyonha'kta "By the River" envisions a place where the history and culture of the Haudenosaunee is accurately and appropriately represented. At the heart of Kahyonha'kta is a reconstructed 17th-century Iroquoian longhouse Ganohsa'oweh, "Real/Original House" in Cayuga Language. The longhouse construction was undertaken by local tradesmen in Six Nations beginning in October 2016 and officially completed in August 2017. The dimensions of the longhouse are consistent with historical records. Some longhouses were longer (over 400 feet). It is understood that villages and longhouses generally had a lifespan of 20-30 years before moving to a new location to allow the land to rest and wildlife to regenerate.



**OSTTCLonghouse &
@osttc_longhouse**

OUR VISION

- Encourage community involvement by providing a space where people can learn, interact and engage with other community members
- Provide comprehensive and appropriate overview of Haudenosaunee culture and history from the beginning to contemporary times
- Provide students at the Ogwehoweh Skills and Trades Training Centre and clients of Grand River Employment & Training with a cultural learning space to reconnect with their history and strengthen their social identity
- Stimulate the local artisan economy by providing a marketplace where their goods and services can be sold
- Provide employment opportunities

The Ejidwahsrq:ni' Fund which in the Cayuga language translates to 'We Will Build Again' is a fundraising campaign to assist in the rebuild of Ganqsa'q:weh. Help us achieve our visions of rebuilding the longhouse and support our mission of cultural awareness. The Ejidwahsrq:ni' Fund campaign will be launched on August 8th, please stay tuned for more information and follow our social media for more updates.

Nya:weh to everyone for their support and kind words. We look forward to being able to open our doors again.



SCAN ME!

DONATE TO THE EJIDWAHSRQ:NI' FUND



Kayanase Greenhouse

We have exciting things planned for Kayanase. Stay tuned throughout 2023-24 as we continue to develop our site and create ways for visitors to engage with what we have to offer!

Kayanase has been in operation since early 2007. It was established to work in partnership with the City of Hamilton to perform ecological restoration after the construction of the Red Valley Parkway.

Kayanase is a division of Grand River Employment and Training Inc (GRETI). GRETI is an incorporated, not-for-profit, registered charitable organization, located on the Six Nations of the Grand River territory. A Board of Directors governs the organization.

Kayanase operates at 993 Highway 54, Ohsweken, ON. There are 2 buildings — 9,000 sq. ft office/warehouse and a 55,000 sq. ft unheated greenhouse.

Kayanase's Mission:

Kayanase supports and promotes the health and well-being of Mother Nature using a Two

Eyed Seeing approach through the production of Carolinian native plants via source-identified seeds, the restoration and conservation of damaged ecosystems, and to foster stewardship of the land for future generations.

Objectives and Activities

We offer a full range of services that support our goal of restoring Mother Earth while using an adaptive management strategy to account for the ever-changing characteristics of our industry.

Our services include Ecological Restoration and Enhancement activities:

- Native Plant Seed Collection, Propagation and Contract Growing
- Invasive Plant Species Management
- Urban Habitat Naturalization and Native Plant Gardening
- Plant and Direct Seeding
- Tree Planting & Watering Maintenance
- Wildlife Habitat Structure Production
- Tree Cutting and Trimming
- Consulting
- Outreach

The Greenhouse

It was another vibrant growing season at Kayanase Greenhouse! We had various native Ontario trees, shrubs, wildflowers, ferns, grasses, and sedges growing and blooming.

Support the bees, butterflies, and hummingbirds.



Wild Strawberry

Fragaria vesca

Height: 3 – 9 ft.

Spread: 9 – 12 ft.

Blooms: April – May

Sun: Part Sun/Shade

Soil: Fertile, well-drained loam



Blazing Star

Liatris spicata

Height: 2 – 4 ft.

Spread: .17 – 1.5 ft.

Blooms: July – August

Sun: Full sun – Part Shade

Soil: Adapts to a variety of soil types as long as not too wet.



Swamp Milkweed

Asclepias incarnata

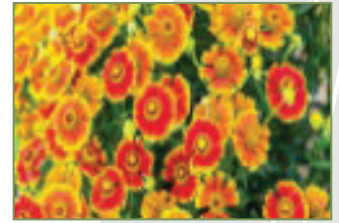
Height: 2 – 4 ft.

Spread: 2 – 3 ft.

Blooms: July – September

Sun: Full sun, part shade

Soil: Adapts to a variety of soils



Sneezeweed

Helenium autumnale

Height: 3 – 5 ft.

Spread: 2 – 3 ft.

Blooms: August – Sept.

Sun: Full sun

Soil: Adapts to average, medium to wet soils



Calico Aster

amphitrichum lateriflorum

Height: 1 – 4 ft.

Spread: 2 – 3 ft.

Blooms: August – Sept.

Sun: Part Sun/Shade

Soil: Adapts to all soil types. Tolerates some drought but flourish in moist soils



Smooth Rose

Rosa blanda

Height: 2 – 5 ft.

Spread: 2 – 5 ft.

Blooms: June – August

Sun: Full Sun – Part Shade

Soil: Sandy, loam and also clay



Prairie Sage

Artemisia ludoviciana

Height: 2 – 3 ft.

Spread: 2 – 3 ft.

Blooms: August – Sept.

Sun: Full sun

Soil: Clay, sand, loam — drought tolerant



Sweet Grass

Hierochloe odorata

Height: 2 ft.

Spread: 2 ft.

Blooms: July – August

Sun: Full sun

Soil: Adapts to a variety of soil from medium to moist areas

Kayanase Projects

2022 - 2023

2022 – 2023 Field Projects: Restoring Mother Earth

Our 2022/23 planting total was **1,649** plants. **213** of those were trees. Our 7-year planting total is now **92,557** plants of which **64,972** were trees. This past year we completed plant inventories in the community, tree planting, consulting for native plant garden plans and subsequent planting along with mechanical invasive species removals.

Stewardship


Privately owned land makes up the majority of the Carolinian Life Zone. It is important that landowners practice good stewardship to protect these increasingly rare and endangered habitats. Through the inventory process, landowners can recognize species present on their property and have a larger appreciation for Mother Earth. The process of seed collection increases environmental stewardship by preserving native plants and helping them prosper.



Reconciliation Tree Plant with Forest Ontario and the Survivor's Secretariat at Mohawk Memorial Village Park — September 21st

Community Engagement:

Youth Connect Project (Aboriginal Fund for Species At Risk - AFSAR)

SNP Steam Academy: Webinar Participants with Community Hours Certificates and Swag Bags. We had 86 secondary students from BCI, SNP Steam Academy, Hagersville Secondary School complete the series. Funded by: 

With Funding from the Six Nations Economic Development Trust and the Six Nations Community Trust, we implemented The Six Nations Conservancy Project.



Client Served Greenhouse

TYPE	TOTAL
Workshops Delivered – AFSAR	6
Ecological Outreach	415
Plant Maintenance Sites	10
# Trees planted	213
Herbaceous Planted	1,282
Shrubs Planted	154
Conservancy Kits Distributed	500
# Trees Removed	15
# Shrubs Removed	2
Ecological Webinars	3
Conferences	5

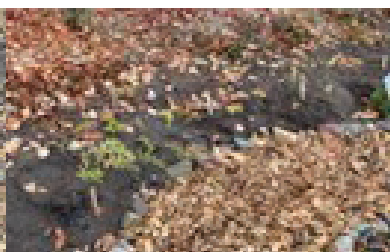
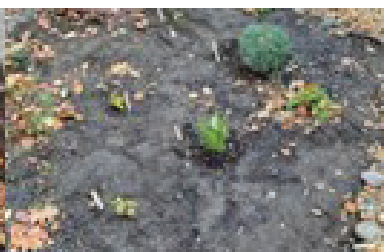
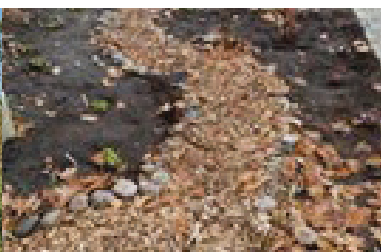
Kayanase Projects

2022 - 2023

Goals and Outcomes

- The purchase and establishment of a **Seed Inventory Management System** that will allow Kayanase to better manage seed acquisition, Seed Analysis, Seed Storage, Seed Protocols, and Production.
- Putting out a Request For Proposal (RFP) for native seed collection and purchase of bulk native seed to build up and replenish our seed bank. To hire 4 staff: 3 to support seed bank activities and 1 maintenance person to provide on-going COVID cleaning and maintenance support as we remain open to the public. **✓ Goal met.**
- To build a native plant resource library — books, audio, and visual from both purchased and free resources to serve as educational resources for our staff to support this activity. **Achieved with GRETI support.**
- To complete 10 plant inventory surveys for private landowners within Six Nations. **✓ Completed.**
- To provide 500 native plant kits to the community as a means to achieve our maintenance and sustainability goal. **✓ Completed.**
- **Over 20 kg of seed representing 109 native plant species added to our seed bank!!** Seed was collected by Kayanase staff, purchased and donated by Industry Partners.

Seed Collection Training with Indigenous Seed Programme, National Tree Seed Centre (NRCAN)



Kayanase Projects

2022 - 2023

CLIENTS	TOTAL
Clients	460
Seed Packets Sold	156
Retail Plants Sold	2,754
Bird Books Sold	4
Catalogues Sold	10

CLIENTS	TOTAL
Christmas Trees Sold	5
Christmas Wreaths Sold	8
Garland Sold	1
Visitors to Night Market	350

Looking Ahead

The demand for native plants and seeds for landscaping, conservation, and ecological restoration is growing, as is the demand for experienced professionals to carry out landscaping and restoration services.

Other organizations (Carolinian Canada Coalition and the World Wildlife Fund) and nurseries in our industry, as well as our own continued growth, show that there is a growing awareness from businesses, institutions, municipalities, and homeowners across Ontario of the value of using native plants to create attractive, green, climate-resilient, and biodiverse natural infrastructure.

With this comes the need to increase the supply of native plants and seeds to meet the demand, which at the current state of the industry far exceeds the supply. This is an opportunity. Furthermore, with the UN's declaration of 2021-2030 as the decade of Ecosystem Restoration, the demand for ecological restoration and native plant landscaping is sure to increase.

As both a supplier of native plants and a provider of ecological restoration services, Kayanase is in a unique position to take advantage of this opportunity.

Our connection to Six Nations and our use of Traditional Ecological Knowledge also makes us attractive to clients. By using the advantages that we have already established and with proper direction the potential for our company to succeed in this industry is without question.

Contact Us

T: 519-770-0013 or 519-751-0568

General Inquiries: admin@kayanase.ca

Greenhouse: sales@kayanase.ca

Ecological Services: restoration@kayanase.ca

Website: www.kayanase.ca

Instagram: [@kayanasegreenhouse](https://www.instagram.com/kayanasegreenhouse)

Facebook: [kayanasegreenhouse](https://www.facebook.com/kayanasegreenhouse)

Twitter: [@kayanase](https://twitter.com/kayanase)

Visiting Us

Currently, Kayanase is open to the public Monday – Friday 8:30 am to 4:00 pm.

We will remain open to the public until mid October.

Plant Inventory Data Sample:

Each summary report was specific to the property inventoried.

ORDER	FAMILY	SCIENTIFIC NAME	COMMON NAME	NATIVE/ NON NATIVE	S-RANK	N-RANK
Sapindales	Aceraceae	Acer saccharinum	Silver Maple	Native	S5	N5
Sapindales	Aceraceae	Acer rubrum	Red Maple	Native	S5	N5
Sapindales	Aceraceae	Acer saccharum	Sugar Maple	Native	S5	N5
Sapindales	Anacardiaceae	Toxicodendron radicans	Posion Ivy	Native	S5	N5
Apiales	Apiaceae	Sium suave	Water Parsnip	Native	S5	N5
Apiales	Apiaceae	Daucus carota	Wild Carrot	Non-Native	SNA	NNA
Apiales	Apiaceae	Torilis sp	Common Hedge Parsley	Non-Native	SNA	NNA
Gentianales	Apocynaceae	Asclepias syriaca	Common Milkweed	Native	S5	N5
Arales	Araceae	Arisaema atrorubens	Jack in the Pulpit	Native	S5	N5



Sade:konih
COME AND EAT

Sade:konih

Come and Eat!

Sade:konih – Come and Eat! Food services for your personal, business, and community needs.

Sade:konih Full-Service Catering Services offers services for small to large group orders with delivery available in Ohsweken and surrounding areas. We can customize orders to suit the needs of any customer or event. Day camps, orientations, graduations, staff development lunches, and more, we offer a wide range of selections and can work with you individually to come up with the perfect menu for your event.

Sade:konih currently has many partnerships with community agencies for catering and has established good relationships within the community.

Lunch Counter

Open weekdays from 8:00 am – 3:00 pm and located in the Atrium at 16 Sunrise Court, Ohsweken, and G.R.E.A.T Business Centre.

We offer a wide variety of healthy food choices, including daily features and homemade soups. There is a full-course hot table with 8 home cooked meal options and a fresh daily salad bar with over 30 choices of fresh fruit and vegetables. These meals are weighed and charged at a price per oz.

Sade:konih offers breakfast daily with many choices of breakfast items, fresh fruit and smoothies, as well as many grab-and-go lunch options for when you're in a hurry or on the go.

Sade:konih has one baker who bakes daily with a wide variety of goods like cakes, muffins, cookies, and pies.

We offer special occasion cakes and desserts to meet the needs of all our customers.

Sade:konih does fresh fruit and vegetable juicing with no added sugars. We have a full smoothie and smoothie bowl menu.

Sade:konih has 3 full-time staff members and a food service Lead. We will continue to hire community members through GREAT's training-on-the-job program. Sade:konih is certified in safe food handling, CPR, AODA, and customer service training.

CONTACT US

T: 519-761-1200

Kathy@sadekonih.com

Facebook @Sade:konih

Info@sadekonih.com

Employee List 2023 – 2024

Grand River Employment and Training (GREAT)

P.O. Box 69, 16 Sunrise Court, Ohsweken, Ontario, N0A 1M0

Phone: 519-445-2222

Toll-Free: 1-888-218-8230 | **Fax:** 519-445-477

NAME	POSITION	EXTENSION
Bailey Smith	Client Services Specialist	3115
Amber Heil	Administrative Support	3088
Arnie Bomberry	IT Systems Administrator	3100
Alexandra Hill	HR Assistant	3119
Courtney Skye	Kitchen Help	
Cindy Martin	Finance Clerk	3093
Daylan Bomberry	Employment and Training Coach	3124
Eric Parsons	Job Board Support	
Fern Vyse	Finance Team Lead	3116
Holly Kingston	Administrative Team Lead	3089
Jerrica Thomas-Hill	Employment and Training Coach	3106
Jordon Myers	Programs & Service Lead	3125
Karen Bomberry	Employment Opportunities Coach	3097
Katelyn Martin	Finance Clerk	3140
Kathleen Proper	Sadekonih Manager	4000
Kayla Anderson	Finance Controller	3129
Kelly Felhazi	Employment and Training Coach	3095
Kristi Greem	Client Services Specialist	3098
Kristen Smith	Human Resources Generalist	3113

NAME	POSITION	EXTENSION
Layne Smith	G.R.E.A.T Mentor	3101
Lily Froman	Employment and Training Coach - OSTTC	3090
Marcia VanEvery	Employment and Training Coach	3127
Marjorie Henhawk	Employment and Training Coach	3112
Minda Harris	GRETI Property Lead	
Nancy Kingston	Maintenance	
Peggy Claveau	Programs and Service Lead	3142
Peggy Vanevery	Employment and Training Coach	3128
Tawnie Johnson	Special Projects Coordinator	3134
Val Toulouse	Administrative Support	3118
Dan Jamieson	Maintenance	
Dalen Burning	Maintenance	

GREAT Student Office

16 Sunrise Court, Ohsweken, Ontario N0A 1M0

Phone: 519-445-4047

Toll-Free: 7-800-736-7081 | **Fax:** 519-445-4071

NAME	POSITION	EXTENSION
Carly Martin	Programs & Services Lead	3133
Lorraine Jamieson	Employment and Training Coach	3143
Jessica McNaughton	Student Office Coordinator	3074

Ogwehoweh Skills and Trades Training Centre

16 Sunrise Court, Ohsweken, Ontario, N0A 1M0

Phone: 519-445-1515

Toll-Free: 1-866-827-5912 | **Fax:** 519-445-1641 | **Web:** www.osttc.com

NAME	POSITION	EXTENSION
Allie Trombetta	Programs Coordinator	1022
Baylee Martin	Recruitment / Outreach Coordinator	1023
Dorothy Chrysler	Administrative Assistant	1009
Devon Acker	OSTTC Instructor	1051
Josh Jamieson	Acting Student Services Lead	1002
Jordan Longboat	Cultural Interpreter	
Erin Monture	CEO, Business Opportunities	1001

Ogwehoweh Skills and Trades Training Centre

16 Sunrise Court, Ohsweken, Ontario, N0A 1M0

Phone: 519-445-1515

Toll-Free: 1-866-827-5912 | **Fax:** 519-445-1641 | **Web:** www.osttc.com

NAME	POSITION	EXTENSION
James Hill	Welding Instructor	1020
Jeff Trip	Trades Instructor	
Mallory Jamieson	Recruitment Officer	
Courtney Jonathan	Registrar	1000
Kensi McNaughton	Admissions Assistant	2007
Paul Armstrong	Academics Lead	1004
Richard Green	Trades Lead	1005
Briana Withers	Programs Team Lead	1003
Waren Hill	Acting Student Mentor	1017

Kayanase

993 Highway 54, P.O. Box 820, Ohsweken, Ontario, N0A 1M0

Phone: 519-751-0568 or 519-770-0013

Fax: 1-866-403-0421

NAME	POSITION	EXTENSION
Alyssa Paradis	Jr. Ecologist	2001
Amanda Elliott	Inventory Control Trainee	2004
Dan Werner	Kayanase Operations Manager	2009
Calynn Claus	Administrative Assistant	2005
Carole Smith	Administrative Team Lead	2000
Ken Longboat	Restoration Worker	
Kerdo Deer	Ecological Team Lead	2003
Krystle (Biz) Hill	Restoration Worker	
Luke Hill	Restoration Worker	
Nina Hunt	Horticultural Research Technician	
Olyvia Foster	Horticultural Production Technician	
Trina Henhawk	Plant Production Lead	2004
Victoria Difede	Ecologist	2001

Grand River Employment and Training Inc.
Consolidated Financial Statements
March 31, 2023

To the Board of Directors of Grand River Employment and Training Inc.:

Opinion

We have audited the consolidated financial statements of Grand River Employment and Training Inc. (the "Organization"), which comprise the consolidated statement of financial position as at March 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Organization to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Cambridge, Ontario

July 27, 2023

MNP LLP

Chartered Professional Accountants

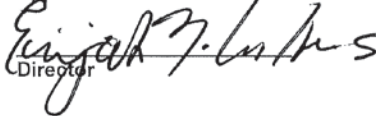
Licensed Public Accountants

Grand River Employment and Training Inc.
Consolidated Statement of Financial Position

As at March 31, 2023

	2023	2022
Assets		
Current		
Cash and cash equivalents (Note 3)	6,164,996	6,739,749
Funds held in trust	193,479	44,997
Investments (Note 4)	457,804	405,000
Accounts receivable (Note 5)	265,463	423,051
Prepaid expenses and deposits	312,622	-
Inventory (Note 6)	180,656	92,695
	7,575,020	7,705,492
Capital assets (Note 7)	2,211,737	2,303,235
	9,786,757	10,008,727
Liabilities		
Current		
Accounts payable and accruals (Note 9)	975,951	839,686
Trust liabilities	193,479	44,997
Deferred revenue (Note 10)	1,159,867	1,845,055
Current portion of long-term debt (Note 11)	34,123	31,215
	2,363,420	2,760,953
Long-term debt (Note 11)	258,275	288,234
Deferred contributions related to capital assets (Note 12)	705,923	497,788
	3,327,618	3,546,975
Net Assets		
Invested in capital assets (Note 13)	1,704,132	1,535,998
Unrestricted	4,755,007	4,925,754
	6,459,139	6,461,752
	9,786,757	10,008,727

Approved on behalf of the Board of Directors


 Director


 Director

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc. Consolidated Statement of Operations

For the year ended March 31, 2023

	2023	2022
Revenues		
Program funding - Indigenous Skills and Employment Training Strategy ("ISETS")	7,737,745	6,708,100
Government contributions	2,683,101	3,107,461
Financial services admin fee	45,352	47,623
Interest income	93,219	13,921
Food services and catering	90,898	70,728
Rental income	93,071	104,153
Sponsorship	52,691	75,493
Program revenue and product sales	1,387,002	1,278,970
Amortization of deferred contributions related to capital assets (Note 13)	122,070	102,836
Other	35,368	38,154
	12,340,517	11,547,439
Expenses		
Administrative	-	464
Advertising	578,347	334,174
Amortization	447,480	543,241
Bad debts	586	-
Bank charges and interest	25,874	22,881
Fees for service	634,590	230,893
Insurance	115,913	107,326
Office and general	846,553	603,834
Professional fees	192,445	247,184
Program (Note 6)	5,243,942	4,264,787
Rent	33,885	33,923
Repairs and maintenance	148,312	140,495
Salaries and benefits	4,017,429	4,075,223
Telephone	99,808	117,101
Training and education	175,695	179,886
Travel	57,570	40,846
Utilities	129,393	130,581
	12,747,822	11,072,839
Excess (deficiency) of revenues over expenses before other items	(407,305)	474,600
Other items		
Gain on disposal of capital assets	64,800	-
Net insurance proceeds on longhouse (Note 7)	339,892	-
	404,692	-
Excess (deficiency) of revenues over expenses	(2,613)	474,600

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc.
Consolidated Statement of Changes in Net Assets
For the year ended March 31, 2023

	<i>Invested in capital assets (Note 13)</i>	<i>Unrestricted</i>	2023	2022
Net assets, beginning of year	1,535,998	4,925,754	6,461,752	5,987,152
Excess (deficiency) of revenues over expenses	79,282	(81,895)	(2,613)	474,600
Net change in investment in capital assets	88,852	(88,852)	-	-
Net assets, end of year	1,704,132	4,755,007	6,459,139	6,461,752

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc. Consolidated Statement of Cash Flows

For the year ended March 31, 2023

	2023	2022
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenues over expenses	(2,613)	474,600
Amortization of capital assets	447,480	543,241
Amortization of deferred capital contributions related to capital assets	(122,070)	(102,836)
Gain on disposal of capital assets	(64,800)	-
Impairment loss on longhouse	100,824	-
	358,821	915,005
Changes in working capital accounts		
Accounts receivable	157,588	(195,610)
Inventory	(87,961)	(30,647)
Prepaid expenses and deposits	(312,622)	16,052
Accounts payable and accruals	136,265	(197,514)
Deferred revenue	(685,188)	1,382,576
	(433,097)	1,889,862
Financing		
Repayment of long-term debt	(27,051)	(26,252)
Capital contributions related to capital assets	330,205	-
	303,154	(26,252)
Investing		
Purchases of capital assets	(456,806)	(137,319)
Proceeds on disposal of capital assets	64,800	-
Purchases of investments	(52,804)	(100,130)
	(444,810)	(237,449)
Increase (decrease) in cash and cash equivalents	(574,753)	1,626,161
Cash and cash equivalents, beginning of year	6,739,749	5,113,588
Cash and cash equivalents, end of year	6,164,996	6,739,749

The accompanying notes are an integral part of these consolidated financial statements

Grand River Employment and Training Inc.

Notes to the Consolidated Financial Statements

For the year ended March 31, 2023

1. Incorporation and nature of the organization

Grand River Employment and Training Inc. ("GRETI" or "Organization") was incorporated as a not-for-profit organization without share capital under the laws of the Province of Ontario on October 27, 1992. The Organization provides various apprenticeship skills training, and other career services to the Six Nations community. The Organization is a registered charity under the Income Tax Act and accordingly is exempt from income taxes, provided certain requirements of the Income Tax Act are met.

The Organization is comprised of several divisions that operate within GRETI. These divisions include: Grand River Employment and Training ("GREAT"); Kayanase; Ogwehoweh Skills and Trades Training Centre ("OSTTC"); GRETI Finance; and, Sade:konihi.

2. Significant accounting policies

The consolidated financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada and include the following significant accounting policies:

Reporting Entity

These consolidated financial statements include the assets, liabilities, revenues and expenses of the following entities:

- Grand River Employment and Training ("GREAT")
- Grand River Employment and Training Inc. ("GRETI")
 - Kayanase
 - Ogwehoweh Skills and Trades Training Centre ("OSTTC")
 - GRETI Finance
 - Sade:konihi

All inter-entity balances have been eliminated upon consolidation.

Basis of accounting

Sources of financing and expenses are reported on the accrual basis of accounting. Under the basis, revenues are recognized as they become available and measurable, and are recognized as they become measurable as a result of receipt of goods or services and the creation of legal obligation to pay.

Cash and cash equivalents

Cash and cash equivalents include balances with banks and short-term investments with maturities of three months or less.

Funds held in trust

Funds held in trust is comprised of the cash funds of different programs, referred to as "clients". GRETI serves as the administrator of these clients and provides payroll services and accounting services. This also includes the payment of the accounts payable of the clients through the funds held.

Investments

Investments consist of guaranteed investment certificates exceeding three months and are measured at amortized cost.

Inventory

Inventory is valued at the lower of cost and net realizable value. Cost is determined by the first in, first out method. Net realizable value is the estimated selling price in the ordinary course of business, less estimated costs of completion and selling costs.

Grand River Employment and Training Inc.

Notes to the Consolidated Financial Statements

For the year ended March 31, 2023

2. Significant accounting policies (Continued from previous page)

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined. When fair value cannot be reasonably determined, capital assets have been recorded at nominal value.

Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives. Amortization is not taken on capital assets until they are ready for their intended use.

	Method	Rate
Buildings	straight-line	10-20 years
Automotive	straight-line	5 years
Computer equipment	straight-line	3 years
Equipment	straight-line	3-10 years
Furniture and fixtures	straight-line	5-15 years
Leasehold improvements	straight-line	1-15 years

Long-lived assets

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Organization performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying amount of an asset, or group of assets, may not be recoverable. The carrying amount of a long-lived asset is not recoverable if the carrying amount exceeds the sum of the undiscounted future cash flows from its use and disposal. Impairment is measured as the amount by which the asset's carrying amount exceeds its fair value. Fair value is measured using quoted market prices. Any impairment is included in excess of revenues over expenses in the year the impairment occurs.

Deferred contributions related to capital assets

Deferred contributions related to capital assets represent the unamortized portion of contributed capital assets and restricted contributions that were used to purchase the Organization's buildings and equipment. Recognition of these amounts as revenue is deferred to periods when the related capital assets are amortized.

Employee future benefits

The Organization has a defined contribution plan providing pension and post-employment benefits for its employees. The cost of the defined contribution plan is recognized based on the contributions required to be made during each year. During the year, the Organization contributed \$113,301 (2022 - \$114,572) to the defined contribution plan on behalf of its employees included in the plan.

2. Significant accounting policies *(Continued from previous page)*

Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Operating grants are recorded as revenue in the period to which they relate. Grants approved but not received at the end of an accounting period are accrued. When a portion of a grant relates to a future period, it is deferred and recognized in that subsequent period.

Contributions restricted for the purchase of capital assets are deferred and amortized into revenue on a straight-line basis, at a rate corresponding with the amortization rate for the related capital assets.

Interest income is recorded as it is earned.

All other revenues are recognized when the service is performed, collection of relevant receivable is reasonably assured, persuasive evidence of an arrangement exists and the sales price is fixed or determinable.

Government assistance

Government assistance is recognized in excess of revenues over expenses on a systematic basis over the periods in which the Organization recognizes expenses as related costs for which funded expenditures are incurred. Government assistance is recognized when there is reasonable assurance that the Company will comply with the terms and conditions associated with the assistance and the assistance will be received.

Use of estimates

The preparation of consolidated financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Provisions are made for slow moving and obsolete inventory. Amortization is based on the estimated useful lives of capital assets. Accruals are based on management's expectation of amounts payable for goods and services for which invoices were not received prior to the year end. Repayment of funding is estimated at year-end based on the expected fulfillment of certain conditions stipulated within the relevant funding agreement.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues and expenses in the year in which they become known.

Allocation of expenses

The Organization records a number of its expenses by program. The costs of each program include the costs of personnel, premises and other expenses that are directly related to providing the program. Audited program statements are prepared as required to support funder requirements and provide additional details of the program expenses.

Grand River Employment and Training Inc.

Notes to the Consolidated Financial Statements

For the year ended March 31, 2023

2. Significant accounting policies (Continued from previous page)

Financial instruments

The Organization recognizes financial instruments when the Organization becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Organization may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Organization has not made such an election during the year.

The Organization subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Organization's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in excess (deficiency) of revenues over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Related party financial instruments

The Organization initially measures the following financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at fair value:

- Investments in equity instruments quoted in an active market
- Debt instruments quoted in an active market
- Debt instruments when the inputs significant to the determination of its fair value are observable (directly or indirectly)
- Derivative contracts.

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the Organization may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Organization subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by published price quotations. Financial instruments that were initially measured at cost are subsequently measured using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in excess (deficiency) of revenues over expenses.

Grand River Employment and Training Inc.

Notes to the Consolidated Financial Statements

For the year ended March 31, 2023

2. Significant accounting policies *(Continued from previous page)*

Financial asset impairment

The Organization assesses impairment of all its financial assets measured at cost or amortized cost. The Organization groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant. Management considers whether the issuer is having significant financial difficulty or whether there has been a breach in contract, such as a default or delinquency in interest or principal payments, in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Organization determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

With the exception of related party debt instruments and related party equity instruments initially measured at cost, the Organization reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

The Organization reduces the carrying amount of the assets to the highest of; the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

Any impairment, which is not considered temporary, is included in current year excess (deficiency) of revenues over expenses.

The Organization reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess (deficiency) of revenues over expenses in the year the reversal occurs.

3. Cash and cash equivalents

	2023	2022
Cash	6,158,403	6,691,405
Short-term investments	6,593	48,344
	6,164,996	6,739,749

4. Investments

Investments are held in the form of Guaranteed Investment Certificates ("GIC"), bearing interest between 1.25% - 4.60% (2022 - 1.25% - 2.40%) and maturing between July 2023 and August 2027 (2022 - between July 2022 and November 2025).

	2023	2022
GIC	450,000	400,000
Accrued interest	7,804	5,000
	457,804	405,000

5. Accounts receivable

	2023	2022
Accounts receivable	304,830	456,244
Less: allowance for doubtful accounts	(39,367)	(33,193)
	265,463	423,051

Grand River Employment and Training Inc. Notes to the Consolidated Financial Statements

For the year ended March 31, 2023

6. Inventory

The cost of inventories recognized as an expense and included in program expenses for the year ended March 31, 2023 amounted to \$106,621 (2022 - \$107,373).

7. Capital assets

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2023 Net book value</i>	<i>2022 Net book value</i>
Land	1,183,039	-	1,183,039	1,183,039
Buildings	9,405,414	9,124,618	280,796	581,008
Automotive	121,605	103,845	17,760	-
Computer equipment	495,862	424,103	71,759	136,200
Equipment	1,413,717	1,192,465	221,252	180,357
Furniture and fixtures	419,643	376,747	42,896	54,676
Leasehold improvements	263,496	63,303	200,193	120,142
Computer equipment - in progress	78,135	-	78,135	47,813
Leasehold improvements - in progress	115,907	-	115,907	-
	13,496,818	11,285,081	2,211,737	2,303,235

During the year, there was a fire which destroyed the longhouse. As a result, the longhouse has been written off by its carrying amount of \$100,824. Insurance proceeds totalling \$440,716 were received. The amount received in excess of the carrying amount of the longhouse of \$339,892 is recognized as other income on the consolidated statement of operations.

8. Line of credit

The Organization has a line of credit with Royal Bank of Canada with an authorized limit of \$200,000 (2022 - \$200,000) at prime plus 1.25%. At March 31, 2023, this credit facility was not utilized (2022 - not utilized).

9. Accounts payable and accruals

Included in accounts payable and accruals is \$195 (2022 - \$27,499) in government remittances payable.

10. Deferred revenue

Deferred revenue consists of funding revenue received for which unexpended funds are eligible to be carried forward and applied to the same or similar expenditures in the following year.

The following table represents changes in the deferred revenue balance attributable to each major category of external restrictions:

	<i>Balance, beginning of year</i>	<i>Contributions received</i>	<i>Contributions recognized</i>	<i>Balance, end of year</i>
Indigenous Skills and Employment Training Strategy ("ISETS")	1,692,634	6,433,523	7,737,745	388,412
Minister of Colleges and Universities	10,313	2,494,650	2,243,318	261,645
Indigenous Services Canada	57,065	771,058	421,436	406,687
Longhouse donation proceeds	-	94,273	-	94,273
Other	85,043	8,850	85,043	8,850
	1,845,055	9,802,354	10,487,542	1,159,867

Grand River Employment and Training Inc.
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

11. Long-term debt

	2023	2022
Mortgage payable bearing interest at 3.00%, payable in monthly instalments of \$2,897 including principal and interest, secured by land and due January 2031.	242,398	269,449
COVID-19 Emergency Relief Loan to Kayanase, unsecured, non-interest bearing with no specific terms of repayment until January 2024, then the loan will then be payable in monthly instalments of \$1,042, due December 2025.	25,000	25,000
COVID-19 Emergency Relief Loan to Sade:Konih, unsecured, non-interest bearing with no specific terms of repayment until January 2024, then the loan will be payable in monthly instalments of \$1,042, due December 2025.	25,000	25,000
	292,398	319,449
Less: Current portion of long-term debt	34,123	31,215
	258,275	288,234

Principal repayments on long-term debt in each of the next five years are estimated as follows:

2024	34,123
2025	53,727
2026	48,332
2027	30,492
2028	31,418
Thereafter	94,306
	292,398

Interest expense on long-term debt for the year ended March 31, 2023 amounted to \$7,713 (2022 - \$8,563).

12. Deferred contributions related to capital assets

Deferred contributions related to capital assets consist of the unamortized amount of contributions and grants received for the purchase of capital assets. Recognition of these amounts as revenue is deferred to periods when the related capital assets are amortized. Changes in deferred capital contributions are as follows:

	2023	2022
Balance, beginning of year	497,788	600,624
Contributions received	330,205	-
Less: amortization of deferred capital contributions	(122,070)	(102,836)
	705,923	497,788

Grand River Employment and Training Inc. Notes to the Consolidated Financial Statements

For the year ended March 31, 2023

13. Invested in capital assets

Invested in capital assets is calculated as follows:

	2023	2022
Capital assets	2,211,737	2,303,235
Amounts financed by:		
Deferred contributions related to capital assets	(705,923)	(497,788)
Long-term debt	(242,398)	(269,449)
	1,263,416	1,535,998

Change in net assets invested in capital assets is calculated as follows:

	2023	2022
Excess of expenses over revenues:		
Amortization of deferred contributions related to capital assets	122,070	102,836
Amortization of capital assets	(447,480)	(543,241)
Gain on disposal of capital assets	64,800	-
Impairment loss on longhouse	(100,824)	-
	(361,434)	(440,405)

Net change in investment in capital assets:

Purchases of capital assets	456,806	137,319
Amounts funded by:		
Proceeds on disposal of capital assets	(64,800)	-
Deferred contributions related to capital assets	(330,205)	-
Repayment of long-term debt	27,051	26,252
	88,852	163,571

14. Commitments

The Organization has entered into an office equipment lease agreement expiring with estimated minimum annual payments as follows:

2024	31,600
2025	31,600
2026	31,600
2027	23,700
	118,500

15. Financial instruments

The Organization, as part of its operations, carries a number of financial instruments. It is management's opinion that the Organization is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Liquidity risk

Liquidity risk is the risk that the Organization will be unable to fulfill its obligations on a timely basis or at a reasonable cost.

The Organization manages its liquidity risk by monitoring its operating requirements. The Organization prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations. There has been no change to the risk exposures from the prior period.

Credit risk

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss.

The Organization is exposed to credit risk with respect to the accounts receivable. The Organization assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible in the allowance for doubtful accounts.

16. Economic dependence

The Organization receives a significant portion of its revenues from Indigenous Skills and Employment Training Strategy as well as other government funding. This grant funding can be cancelled if the Organization does not meet certain established guidelines. The Organization's ability to continue viable operations is dependent upon maintaining its right to follow the criteria within the guidelines. As at the date of these consolidated financial statements, the Organization believes that it is in compliance with these guidelines.

OUR YEAR *In Numbers*

1,565
Clients Served

315
Over Target

1,009
Employed

278
Return to
School

EI
660

CRF
905

18,489
Community Members
Accessed Services

40,351
Jobs Posted

**3rd Year
in a Row**
Targets Exceeded for
ISETS Programming



OUR VISION

“GREAT Jobs for the People”

We see a prosperous community that has a barrier-free access to sustainable employment.

OUR MISSION

Ēyagoyadagen:ha¹ — “Helping the People”

We create pathways to wellness and prosperity.



Employment

for Onkwehon:we
regardless of residency

G·R·E·A·T



SIX NATIONS



OGWEHOWEH
Skills and Trades Training Centre



KAYANASE
RESTORING MOTHER EARTH

Sade:konih
COME AND EAT

GRAND RIVER EMPLOYMENT AND TRAINING INC.

16 Sunrise Court
Ohsweken, Ontario N0A 1M0
Phone: 519-445-2222

Fax: 519-445-4777
Toll Free: 1-888-218-8230
Website: www.greatsn.com



Follow us @GREATsixnations

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