

Tending the Sacred Fire

A Commitment to Belonging



2024/25
ANNUAL REPORT

Vision: Cultivating and empowering relationships that connect us to our cultural strengths and identity within wholistic and healthy communities.

Mission: The Thunderbird Partnership Foundation, a division of the National Native Addictions Partnership Foundation Inc., is a leading culturally centred voice advocating for collaborative, integrated and wholistic approaches to healing and wellness.

Mandate: The Thunderbird Partnership Foundation is the national voice advocating for First Nations culturally-based substance use and mental wellness services.



Thunderbird Partnership Foundation has a centralized office located on the Eelūnaapéewi Lahkèewiit Territory, in southwestern Ontario.

MAIN OFFICE
22361 Austin Line, Bothwell, Ontario N0P 1C0

PHONE (519) 692-9922 **TOLL-FREE** 1-866-763-4714

E-MAIL info@thunderbirdpf.org **FAX** (519) 692-9977

thunderbirdpf.org

    @thunderbirdpf

VISIT OUR LIFE PROMOTION WEBSITES
cultureforlife.ca for Youth
wisepractices.ca for Communities



nêhiyawak (Plains Cree) beadwork

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Message from Board President and CEO

Welcome to Thunderbird Partnership Foundation's 2024–2025 Annual Report:
Tending the Sacred Fire – A Commitment to Belonging.

The sacred fire is more than a symbol—it is a living act of care. It must be tended with intention, consistency, and love, just as wellness must be nurtured across our lifespans, relationships, and Nations. This report reflects on the work Thunderbird has carried forward this year in the spirit of that ongoing care—and in affirmation of Belonging.

Belonging is a foundation of wellness. It honours who we are, where we come from, and the many connections that we carry. It is reflected in the systems we build, the spaces we create, and the ways we ensure that all First Nations people are seen, respected, and supported in their wellness journeys.

Throughout 2024–2025, Thunderbird continued to advance culturally grounded responses to the toxic drug crisis and support the development of mental wellness infrastructure rooted in Indigenous knowledge. This includes harm reduction initiatives, advocacy for sustainable resourcing, and expanded access to tools that reflect and respect First Nations identities and strengths.

We have continued with the development and delivery of training programs, a foundational strength. Other new initiatives have focused on the preservation of life, for example, through distribution of naloxone, the development of a new website, *Soaring Together: Tools for Life* focused on resources for First Nations youth mental wellness, the development of a new service delivery model for substance use, and the development of a new feature within the Thunderbird wellness app that has resources to support emotional regulation.

Our partnerships remain essential. We give deep thanks to the Elders, Knowledge Keepers, cultural practitioners, staff, partners, and Nations who walk with us, each carrying a spark of this sacred fire. Through collective responsibility, we ensure that it continues to burn strong, lighting the way forward for generations to come.

Together, we tend the fire. Together, we uphold the right to Belong.



President Austin Bear
Board President and Chair



Dr. Carol Hopkins, O.C., MSW, LL.D (hons)
Chief Executive Officer

The Native Wellness Assessment (NWA) Expanding Reach

The Native Wellness Assessment™ (NWA) continues to expand its impact, offering a culturally grounded tool to measure wellness across mental, physical, emotional, and spiritual dimensions. This year has seen growing interest and new opportunities for its implementation.



Since April 1, 2024, Thunderbird received 20 requests to utilize the NWA. Five of the organizations have attended initial meetings to explore adopting the NWA, and data sharing agreements are in process with three. Five organizations fully onboarded to use the assessment, with one in British Columbia, one in Nunavut, one in Ontario and one in Newfoundland. A significant milestone in 2024 includes the initiation of discussions with a federal government agency to integrate the NWA into a nationwide Indigenous program. This effort aims to bring culturally responsive wellness measurement tools to communities across Canada.

The NWA's reach has even extended internationally, with one community organization in Minnesota, USA, successfully onboarding the tool and another in Wisconsin, USA, interested in implementing. This marks an exciting step in expanding the use of the NWA beyond Canadian borders.

With its proven ability to connect cultural practices to wellness outcomes, the NWA is poised to continue making meaningful contributions to Indigenous health and wellness programs.

Addictions Management Information System (AMIS) Expansion



The AMIS network continues to expand. Currently, 44 Indigenous Youth/Adult/Family Treatment Centres and 18 Indigenous-led organizations are actively using AMIS, bringing the total to an extraordinary 62 participating groups.

Accreditation has also been a focus of Thunderbird's efforts. To date, 39 of the 44 onboarded treatment centres have earned accreditation.

The accredited communities include:

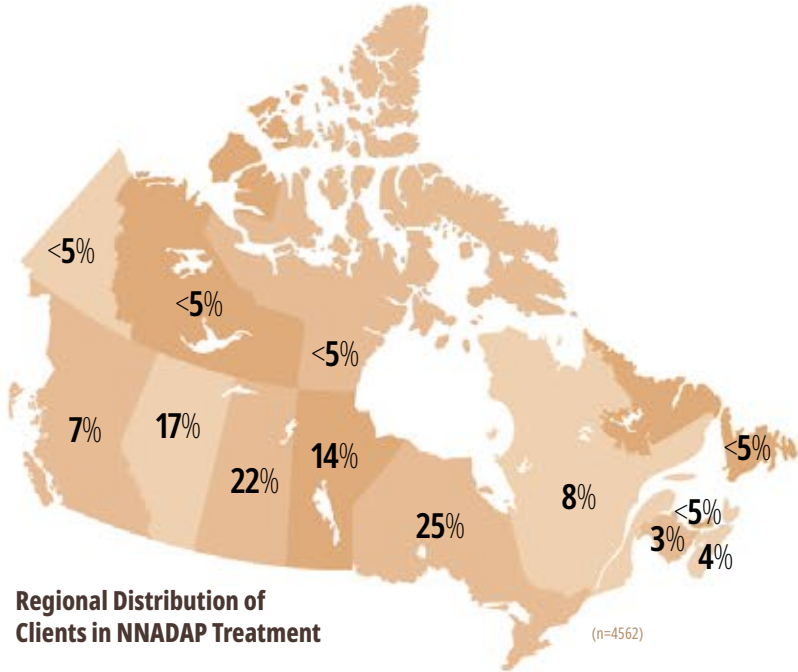
- 5 in Alberta
- 9 in British Columbia
- 4 in Manitoba
- 8 in Saskatchewan
- 7 in Ontario
- 3 in Quebec
- 1 in New Brunswick
- 1 in Newfoundland and Labrador
- 2 in Nova Scotia

Myamia (Miami) pattern

	AMIS Users	Accredited Centres	Youth Centres	Adult Centres	Community Centres
Alberta	55	5	1	5	1
British Columbia	158	9	3	5	1
Manitoba	43	4	1	3	2
Saskatchewan	167	8	2	4	9
Ontario	172	7	5	6	3
Quebec	83	3	1	3	0
New Brunswick	5	1	1	1	1
New Foundland and Labrador	12	1	1	0	0
Nova Scotia	14	2	0	2	1
Total	709	40	15	29	18

National Native Alcohol and Drug Abuse Program

The National Native Alcohol and Drug Abuse Program (NNADAP) supports a national network of residential treatment centres for First Nation and Inuit clients. This year NNADAP saw an increase of 23% in clients accessing treatment compared to the previous year. Thunderbird noted a sizable 50% increase in clients seeking multiple levels of care and a 56% increase in clients accessing pre-treatment services, compared to the previous year.



Females

2168

Average Age: 36

Males

2159

Average Age: 38

Total number of client intake forms completed

2923

Female/Woman	50%
Male/Man	48%
Two-Spirited	1%
Unknown	1%

Total number of NNADAP applicants

4562 **+29%**

from previous year

Total number of clients accessing treatment

4327 **+23%**

from previous year

Number of clients accessing multiple levels of care

681 **+50%**

from previous year

Number of clients accessing pre-treatment services

1799 **+56%**

from previous year

Post-treatment referral services available to NNADAP clients:

case management services

community mental health supports

community-based peer support programs

cultural activities and supports

doctor/physician

education and/or job training

employment supports

Elders

family supports and programs
(i.e. AHSOR, FASD, MCH)

housing services

NNADAP community-based workers

provincial services and programs

psychiatrist/psychologist



Stó:lō basketry pattern

Client characteristics upon entry to treatment

25%
have adequate childcare while in treatment
(n=662)

53%
completed high school
(n=1429)

41%
attended previous residential treatment
(n=1105)

29%
have dependent children while in treatment
(n=768)

26%
history of suicide ideation or attempt
(n=707)

22%
involved with the legal system
(n=602)

13%
hospitalized for suicide attempts
(n=358)

9%
involved in the justice system
(n=231)

3%
currently suicidal
(n=75)

Types of substances used

97%
Caffeine
(n=1151)

89%
Tobacco
(n=1056)

85%
Alcohol
(n=1009)

75%
Cannabis
(n=890)

78%
Stimulants
(n=926)

58%
Sedatives
(n=689)

31%
Methamphetamines
(n=368)

45%
Opioids
(n=534)

31%
Hallucinogens
(n=368)

4%
Inhalants
(n=48)

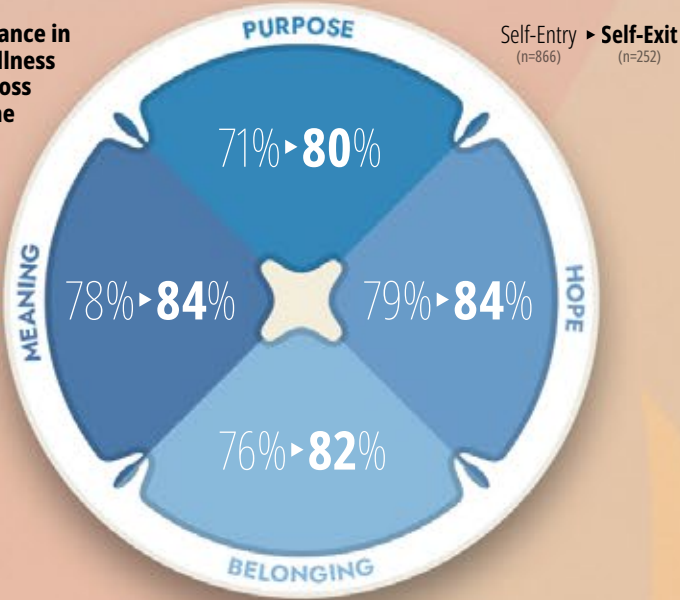
11%
Other
(n=131)

The data on this spread was extracted from the Addiction Management Information System (AMIS), which is a national electronic case management system that captures mental wellness data from individuals who attend First Nation treatment centres.

NNADAP Native Wellness Outcomes

The Native Wellness Assessment (NWA™) is also available to treatment centre clients and assesses the impact of culture-based interventions over time on the four wellness outcomes of Hope, Belonging, Meaning, and Purpose. Thunderbird has noted a 42% increase of entry-level use of the NWA™ by NNADAP treatment centre clients this year compared to the previous year.

Balance in Wellness Across Time



NNADAP Comparative Culture-Based Practices to Promote Wellness

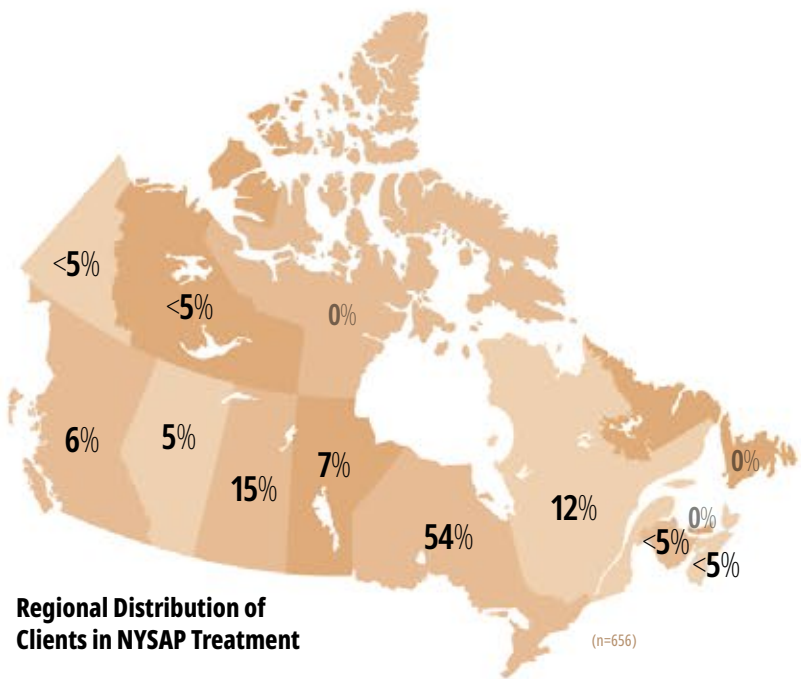
Indigenous culture can be expressed through culture-based practices in a journey toward wellness. Culture-based practices have long been recognized as Indigenous expressions of spirit-heart-mind-body at work.

GROUP 1	Activities more commonly practiced on an everyday basis such as smudging, and using sacred medicines.	2.3 ▶ 2.5
GROUP 2	Seasonal practices such as harvesting, fishing and hunting. Also includes practices that occur often between groups 1 and 3 such as pipe ceremonies or seeking help from a traditional healer.	2.2 ▶ 2.4
GROUP 3	Specialized activities that are less frequent such as memorial feasts and fasting.	2.1 ▶ 2.2

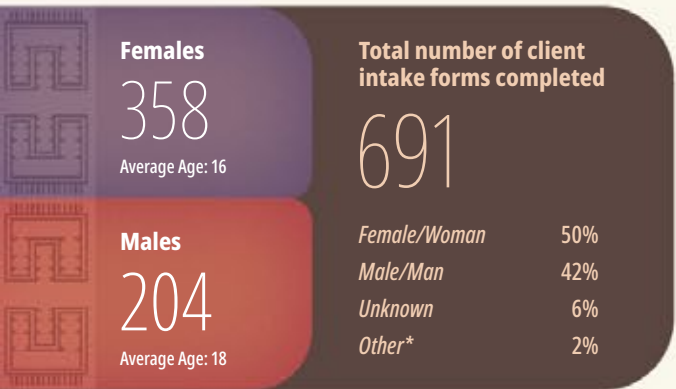
National Youth Solvent Addiction Program

During the past fiscal year, the NYSAP program saw 216 self-reported *entry* point wellness scores. *Follow-up* observations noted 61 self-reported wellness scores that showed increases in all 4 components - Hope, Belonging, Meaning, and Purpose.

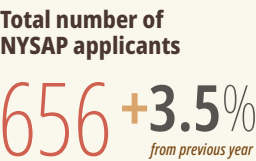
Meanwhile, the connection to culture-based practices scores increased at *follow-up* for all three culture-based interventions groups when compared to their *entry* scores for these groups of clients.



Regional Distribution of Clients in NYSAP Treatment



*Other includes: Gender Fluid, Transgender, Two-Spirited, No category describes me

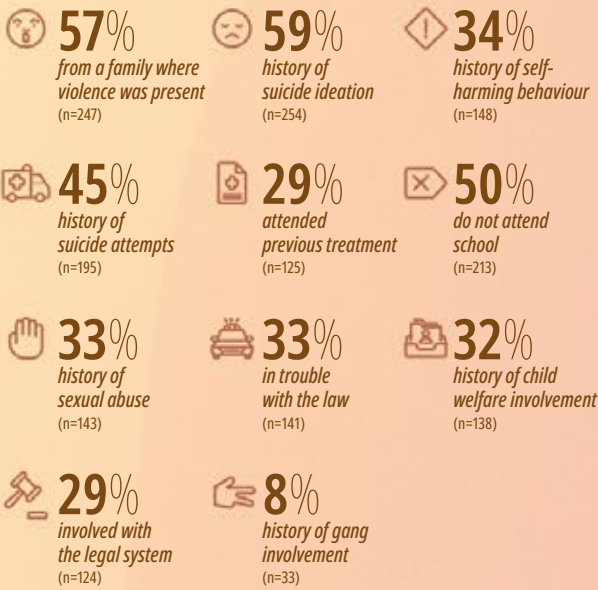


Post-treatment referral services available to NYSAP clients:

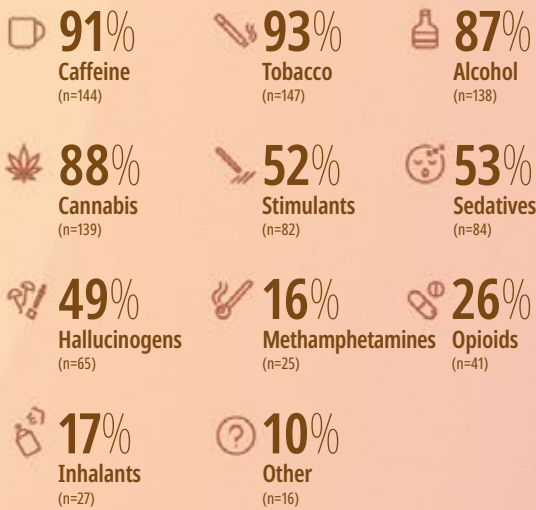


Stó:lō basketry pattern

Client characteristics upon entry to treatment



Types of substances used

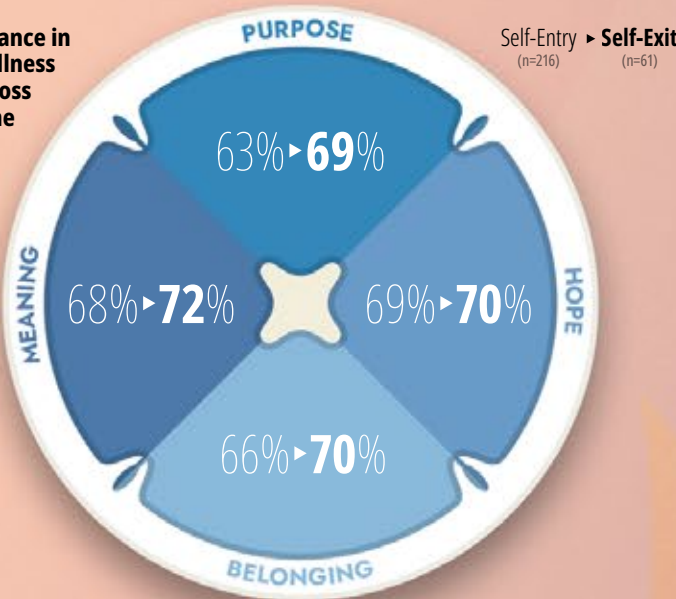


The data on this spread was extracted from the Addiction Management Information System (AMIS), which is a national electronic case management system that captures mental wellness data from individuals who attend First Nation treatment centres.

NYSAP Native Wellness Outcomes

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Balance in Wellness Across Time



NYSAP Comparative Culture-Based Practices to Promote Wellness

Indigenous culture can be expressed through culture-based practices in our journey toward wellness. Culture-based practices have long been recognized as Indigenous expressions of spirit-heart-mind-body at work.

GROUP 1	Activities more commonly practiced on an everyday basis such as smudging, and using sacred medicines.	2.3>2.4
GROUP 2	Seasonal practices such as harvesting, fishing and hunting. Also includes practices that occur often between groups 1 and 3 such as pipe ceremonies or seeking help from a traditional healer.	2.2>2.4
GROUP 3	Specialized activities that are less frequent such as memorial feasts and fasting.	2.2>2.4

A connection to culture-based practices from 1.00 (weak) up to 3.00 (strong).

Epigenetics Research and Training

Thunderbird Partnership Foundation has continued to partner with Dalhousie University, Carleton University, and the University of Toronto to pilot the Indigenous Knowledge and Epigenetics Training project, funded by the Canadian Institutes of Health Research (CIHR).

To facilitate ensuring the prominence of First Nations Knowledge in relation to biological health research, Elders and Knowledge Holders from across Canada were brought together over the past several years to discuss human development, biology, and health from First Nations and Western perspectives. These discussions revealed that epigenetics is one example of a relatively recently uncovered phenomenon in Western science that aligns with First Nations Knowledge transmitted across generations. The training program design brings together Indigenous and Western science.

Training Delivered

For the fiscal year 2024/2025 Indigenous Knowledge and Epigenetics pilot training was delivered in-person to stakeholders from Pictou Landing First Nation (PLFN) in May 2024, and in January 2025 to stakeholders from the First Nations Information Governance Centre (FNIGC) along with their Regional Partners. In response to specific community needs, the option to complete the self-paced online course only, was extended to stakeholders from the Union of Nova Scotia Mi'kmaq (UNSM) in February 2025.

As a part of this project, participants are required to complete a self-paced online course on Human Biological Research from Western Science and Indigenous Knowledge Perspectives. Designed to be engaging and accessible, the course introduces learners to the field of Epigenetics including exploring its implications through the lens of Indigenous Peoples, with particular emphasis on Indigenous culture, and Indigenous health and wellness. The course also explores how biological health research, stress assessment research, genetic research, epigenetic research, and microbiome research can benefit Indigenous Peoples.

Course Content

Following the completion of the online course, participants complete a 3-day in-person Indigenous Knowledge and Epigenetics training facilitated by Thunderbird Partnership Foundation. Training content is grounded within Indigenous worldview; knowledge and perspectives that recognizes Indigenous culture as foundational for Indigenous communities in their movement towards *a state of health and wellness*. In addition to sharing perspectives from First Nations cultures across Canada, learners are asked to reflect on the distinct knowledges from their own communities and reflect on how it can be integrated into research, policy, and practice that would benefit their own communities.

Next Steps

To improve and fill gaps in content identified by First Nations learners who participated in the pilot trainings, another gathering with First Nations Knowledge Holders who were involved in the development of the training will be held in 2025. The aim is to have further discussions around additional topics related to Indigenous Knowledge and human development that will be included in the training, as well as to identify additional appropriate knowledge mobilization strategies.



Northern Shoshone pattern



Regional In-Person Training Delivery:

Community Crisis Response

During the 2024 – 2025 fiscal year, Thunderbird delivered Community Crisis Response training in person for three distinct regions. The three-day accredited training course is based on the Community Crisis Planning, Prevention, Response, and Recovery Service Delivery Model. Each training delivery is unique as space is provided for the sharing of community experience, knowledge, best and wise practices, strengths and priorities.

Regional In-Person Training Delivery:

- October 8-10, 2024:** Training was conducted in collaboration with Kwanlin Dün First Nation (KDFN) in Whitehorse, Yukon. Several of the citizens of Kwanlin Dün First Nation (KDFN) who participated in training had knowledge of the 2015-2016 First Nations Mental Wellness Continuum Framework Demonstration Projects and Kwanlin Dün First Nation's (KDFN's) Crisis and Emergency Response Plan (CERP). The institutional and community knowledge stimulated group discussion participation, as KDFN's CERP informed the Community Crisis Planning for Prevention, Response, and Recovery First Nations Service Delivery Model.
- November 19-21, 2025:** In-person training was delivered in collaboration with the Atlantic Policy Congress (APC) of First Nations Chiefs Secretariat in Moncton, New Brunswick. This training brought together stakeholders from various communities and organizations throughout the Atlantic region. Stakeholders expressed their appreciation for the opportunity to connect in-person. Sharing of living experience including the differences and similarities amongst their individual First Nation communities incorporated examples of best practices implemented in response to community crisis.
- March 25-27, 2025:** Training occurred in collaboration with Matawa Health and Social Meno Biimadeswin in Thunder Bay, Ontario. Stakeholders from various departments of Matawa Health and Social Meno Biimadeswin, came together for the three-day training in Thunder Bay. The stakeholders brought a depth of diverse strengths and voices to support each other, and explored how various aspects of the Service Delivery Model could be applied to their work.



Download the Service Delivery Model here:



Myamia (Miami) pattern

A few of the shared themes provided in response to the training experience were

- the realities of multiple types of crisis situations that occur in communities and many times simultaneously, places further emphasis on the need for Community Crisis Planning, Prevention, Response, and Recovery that is strengths-based and community-specific;
- the appreciation of an in-person learning environment to have open, honest dialogue related to shifting from crisis to wellness; and
- the value of networking and building connections with other frontline wellness workers, provides opportunity for collaboration in responding to community crisis.

Buffalo Riders

Youth Early Intervention Program Facilitator Training

Thunderbird Partnership Foundation received project funding from Indigenous Services Canada to provide virtual training for 150 facilitators of the Buffalo Riders Youth Early Intervention program. Training began in early 2025 with training deliveries offered in January and March, and six more sessions scheduled between May 2025 and March 2026. Training dates and registration information are available online at thunderbirdpf.org/training.

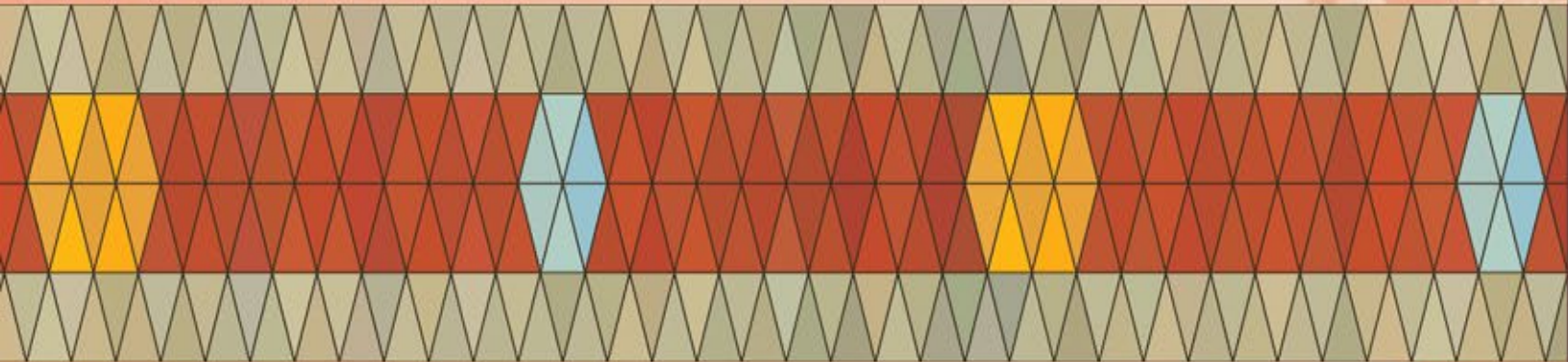
This facilitator training program is a virtual five-day intensive experience designed for persons working within First Nations schools, communities and Indigenous organizations delivering programming for youth aged 11-13, indicated as at-risk for problematic substance use.

The unique needs of First Nations and Indigenous communities are addressed with curriculum content that is culturally relevant and appropriate. The training incorporates positive development theories and strength-based practices to enhance resiliency and social-emotional competency.

The implementation of this Buffalo Riders program will support community-level capacity building for early intervention. It enhances the capacity of community substance use and addictions/mental health services for children and youth and increases flexibility in the delivery of these services.



Mississauga pattern



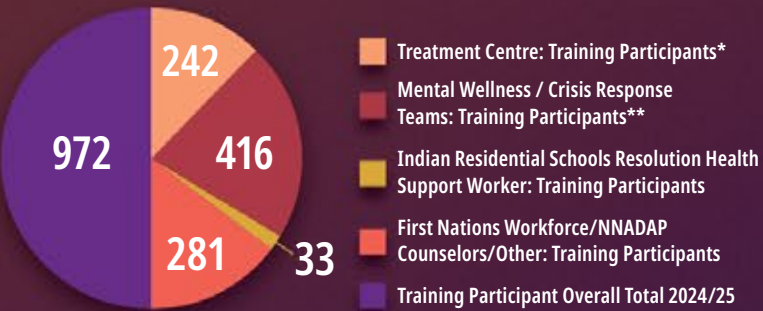
2024/25

Training Delivery Statistics

Training Participants = Actual #'s in Attendance

	Training Deliveries	Training Participants	Provinces and Territories	
Two- and Three-Day Training Sessions				
Cannabis Education for First Nations	1	14	AB, BC, ON, QC, SK	5
Community Crisis Response	6	157	AB, BC, MB, NS, NT, ON, QC, SK, YT	9
Culture as Foundation	3	94	AB, BC, MB, NB, NS, ON, QC, SK, YT	9
Emotional Intelligence	1	14	BC, NB, MB, NS, NT, ON	6
Epigenetics	2	21	AB, BC, MB, NS, SK, ON, YT	7
First Nations Mental Wellness Continuum	3	61	MB, NB, NS, SK, ON, QC, YT	7
Land For Healing	2	50	AB, BC, MB, NB, NS, NL, NT, ON, QC, SK	10
Pharmacology	3	130	AB, BC, MB, NB, NS, NL, NU, ON, QC, SK, YT	11
Trauma Informed Approaches	5	209	AB, BC, MB, NB, NS, NL, NU, ON, PE, QC, SK, YT	12
Wise Practices for Life Promotion	2	57	AB, BC, MB, NB, NS, NT, ON, PE, QC, SK, YT	11
Program Facilitator Training				
Buffalo Riders	4	61	AB, BC, MB, NB, NS, NT, ON, QC, SK	9
Let's Talk Cannabis	1	19	BC, MB, NT, ON, SK	5
Train the Trainer				
Community Crisis Response	1	12	AB, NT, ON, SK	4
Cannabis Education for First Nations	1	18	AB, MB, NB, ON, PEI, QC	6
First Nations Mental Wellness Continuum	2	28	AB, BC, NS, ON, QC, SK	6
Land For Healing	1	18	AB, BC, MB, NS, ON, SK	6
Wise Practices for Life Promotion	1	9	AB, MB, ON, SK, YT	5
	39	972		

Kitigan Zibi (Algonquin) pattern



Online Courses	Enrollments (2024/25 Fiscal Year)
Clinical Supervision	163
Developing a Basket of Screening and Assessment Tools for Mental Wellness Workers	385
Indicators to Assess Cultural Competency	244
Intake, Referral, Discharge and Aftercare Planning	308
Prescription Drug Abuse	174
Western Science and Epigenetics	32
Wise Practices for Virtual Care	288
Indigenous Perspectives on Trauma, Vicarious Trauma and Wellness	640
	2234



Community of Practice (CoP) Hubs

HUBS	Enrollments (2024/25 Fiscal Year)	Enrollments to Date (up to March 31, 2025)
Community Wellness Hub	651	2439
Cannabis Education for First Nations (CEFN) - Training Hub	15	75
Community Crisis Response - Training Hub	125	372
Culture as Foundation and NWA™ - Training Hub	97	221
Emotional Intelligence (EQ) - Training Hub	18	46
FNMWC Framework Implementation - Training Hub	111	172
Land for Healing - Training Hub	45	290
Pharmacology - Training Hub	128	344
Trauma Informed Approaches - Training Hub	200	409
Indigenous Knowledge and Epigenetics - Training Hub	13	30
Wise Practices for Life Promotion - Training Hub	67	100
	1470	4498

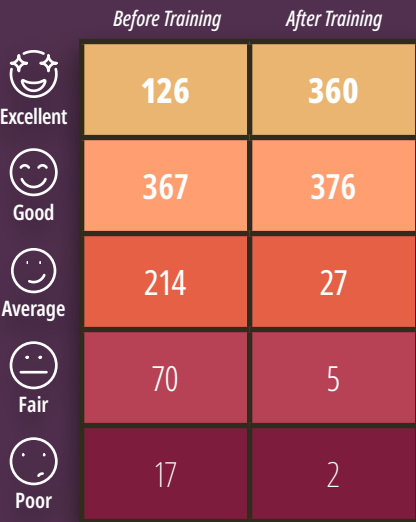
Program Facilitator Hubs	Enrollments (2024/25 Fiscal Year)	Enrollments to Date (up to March 31, 2025)
Buffalo Riders Training Hub	91	211
Let's Talk Cannabis Training Hub	27	72
	118	283

Train-The-Trainer (TTT) Journeys	Enrollments (2024/25 Fiscal Year)	Enrollments to Date (up to March 31, 2025)
Cannabis Education for First Nations (CEFN)	48	48
Community Crisis Response (CCR)	22	64
First Nations Mental Wellness Continuum (FNMWC)	47	73
Land for Healing (LFH)	25	74
Wise Practices for Life Promotion (WPLP)	13	39
	155	298

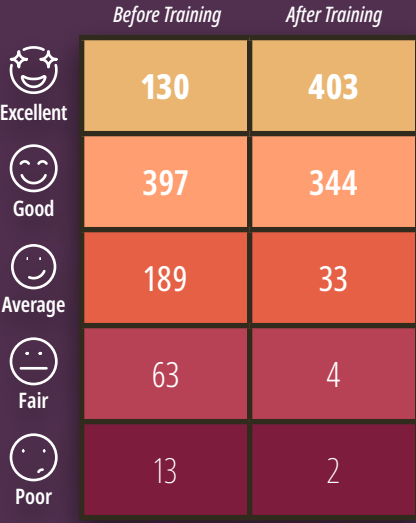
Other Hubs	Enrollments (2024/25 Fiscal Year)	Enrollments to Date (up to March 31, 2025)
Addictions Management Information System (AMIS) Connection Hub	117	205
Bundle of Interventions, Resources, and Cultural Hub (BIRCH)	160	166
	277	371

Yoreme (Mayo) pattern

My knowledge of how culture contributes to wellness.



My understanding of the benefits of applying culture to improve wellness.



Participant Feedback on Virtual Training

- » I like that the training was participant centered and used the adult education principles.
- » I love the accessibility of the virtual training. I love how it gave us the opportunity to collaborate with other professionals all over Turtle Island. It was wonderful to learn about the strength and resilience of other communities - and how creative problem solving is a skill we all have but the ways we apply it are vastly different and seeing how someone else is able to tackle similar challenges with different strategies is inspirational.
- » I feel more confident in addressing the gaps in our agency around crisis planning and will be able to use this training to bring knowledge and training to our department and community.
- » The accessibility of the resources is something I cherish. I will refer back to my hard copies as well as the virtual copies regularly.
- » 'Culture as foundation' has made a huge shift in my mind.
- » Love the interaction - Zoom whiteboard, annotation, participation questions, not needing to have our cameras on the whole time was nice and appreciated with our busy homes/ workplaces. All learning styles were recognized in the way the content was taught - auditory, text, physically doing activities, seeing videos. Really appreciated the wellness breaks as well.
- » I truly appreciated the facilitators' engaging approach and the supportive environment they created for learning. Their expertise and encouragement made the experience not only informative but also enjoyable, fostering a sense of community among participants.
- » The learning was easy, and very interactive. I think the biggest impact is the willingness to share resources beyond training.
- » I struggled with being able to maintain focus during the virtual and always do better in an in person setting, that said I do think that having virtual trainings makes them accessible and that is much better than not being able to attend. The efforts to make the course interactive (breakout rooms, white boards, etc....) did help with bringing back focus and feeling able to engage with the subject matter.

Saginnaw Chippewa pattern

National Treatment Program Curriculum

Thunderbird’s long term business plan includes the development of standardized curriculum or educational modules that align with the core competencies for the addictions workforce, and which ensures workers’ training is relevant and up to date.

Developing standardized curriculum will directly benefit Thunderbird partners including First Nations communities, treatment centres, and Indigenous organizations. The curriculum will also promote and prioritize Indigenous Knowledge while taking a Two-Eyed Seeing approach.

During 2024-2025, the project team completed important milestones including completion of the Maamawi Kanaakiimi (or project charter), a critical path and a workplan. This involved visioning how the curriculum content could be structured and understanding how the project is interconnected with Thunderbird’s other work and especially the National Mental Wellness Workforce Association and BIRCH (the National Virtual Treatment Program).

Curriculum content is centred on the core competencies of the Workforce Association and while finalization of these is still underway, the curriculum project has progressed by utilizing the competency themes for structuring the education modules.

The project aligns within the organization’s values and mission in the context of Community and Relationship as an indicator of Belonging and Understanding as an indicator of Meaning. Work on information gathering for the module development is set to begin in the first quarter of fiscal 2025-2026.

Piikani (Niitsitapi - Blackfoot) pattern

Soaring Together Empowering Our Youth

In February 2025, Thunderbird Partnership Foundation proudly launched *Soaring Together: Tools for Life* (soaringtogether.ca), a dynamic new website designed to support First Nations youth on their unique paths—while reinforcing that growth and healing are strongest when we move forward together.

Designed as an accessible, culturally-grounded digital space, this platform provides resources that support youth in navigating important life decisions, deepening their sense of identity, enhancing emotional wellness, and understanding their connection to community and Spirit.

The development of *Soaring Together* began in January 2024 when Thunderbird Partnership Foundation and collaborating partners identified a crucial gap in resource accessibility for First Nations youth nationwide. A working group came together, uniting their expertise to create an innovative platform relevant to all youth regardless of their region. Accompanying this transformative website, a comprehensive toolkit is also in development and is scheduled for launch in Spring 2025.

Soaring Together is deeply rooted in Thunderbird’s Indigenous Wellness Framework, embodying Indigenous Knowledge and wholistic ways of being. Through four thoughtfully designed sections—each aligned with the core themes of Hope, Belonging, Meaning, and Purpose—youth can explore resources tailored to their specific life questions and moments.

Soaring Together: Tools for Life symbolizes growth, strength, and the shared journey of support and connection. It stands as a powerful testament to our collective commitment to nurturing the wellness, resilience, and success of First Nations youth. By providing culturally grounded resources and tools, this initiative not only supports youth today but also honours ancestral wisdom and fosters a vibrant, empowered future for generations to come.



soaringtogether.ca





Connecting With Our Emotions to Support Wellness

Thunderbird has made significant progress redeveloping its Thunderbird Wellness app and has reached the internal testing phase for both Android and iOS versions, in preparation for a public release in September 2025. The redevelopment aims at translating Indigenous Knowledge into activities that engage users to explore the four directions of their wellness through connection to mind, body, heart and spirit, and was designed with special consideration for those struggling with the symptoms of complex trauma.

Engagement with a working group made up of subject matter experts in Indigenous mental health, Knowledge Keepers, and an Elder, has provided direction to ensure the app remains culturally centred and grounded within an Indigenous worldview. Activities relate to each of four guiding questions that support Indigenous wellness.

All of the tools have been created to help app users explore a relationship to themselves and others by connecting to their emotions to support wellness.



Website Analytics

Thunderbird Partnership Foundation owns and manages multiple websites uniquely developed for key populations served by our work.

Thunderbirdpf.org (our main website) recorded 60,000 active users during the past year while *WisePractices.ca* saw 11,000 active users - both showing increases in visitors from the previous year. Meanwhile, *Cultureforlife.ca* (for youth) saw 2,600 site visitors and *Community of Practice* (professional hub) saw 1,900 visitors – both reflecting a bit of a decrease from the previous year.



Thunderbirdpf.org
60,000+



WisePractices.ca
11,000+



CultureForLife.ca
2,600+



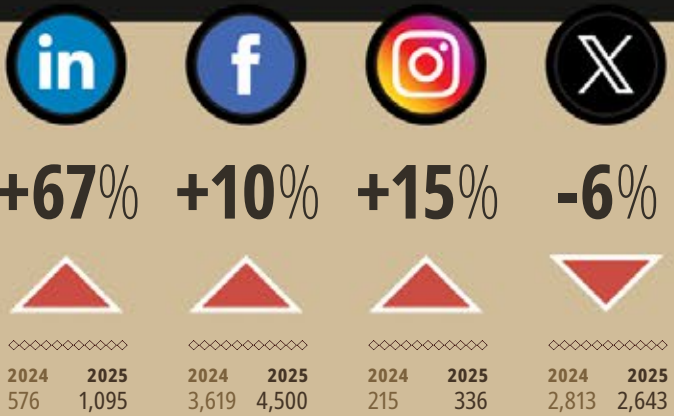
Community of Practice (CoP)
1,900+

Muscogee (Creek) pattern

Social Media

Thunderbird's *LinkedIn* page saw the highest growth compared to other social media channels, and the previous year, with 67% jump in followers from 1,095 up to 1,835. *Facebook* saw an increase from the previous year of almost 10% welcoming 400 new followers in 2024. *Instagram* grew as well by 15% over the previous year, now showing 389 followers.

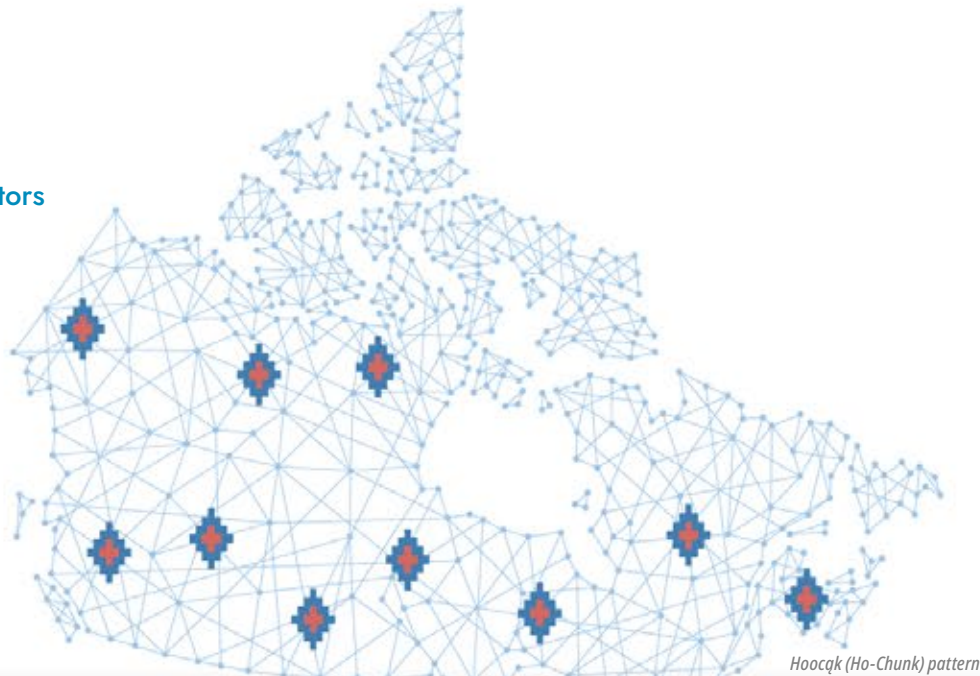
X (formerly *Twitter*) saw a slight decline in followers from 2,813 in 2023 down to 2,643 followers in 2024. This decline is most likely attributed to the change from *Twitter* to *X*.



Regional Mental Wellness Coordinators

Building the Vision

Thunderbird's Regional Mental Wellness Coordination team is a strategic priority of the organization to support a vision of regional mental wellness capacity.



Hoocqk (Ho-Chunk) pattern

Our team includes a national coordinator along with regional coordinators in Alberta, Saskatchewan, Manitoba and Ontario who also work to support regions in the Yukon, Northwest Territories, Nunavut, Quebec and the Atlantic. To complete our team, we are actively recruiting a Regional Mental Wellness Coordinator for British Columbia in partnership with First Nations Health Authority. Thunderbird's Regional Mental Wellness Coordination team also works in partnership with First Peoples Wellness Circle (FPWC) to further increase mental wellness capacity of First Nations across Canada.

The spirit of the work that guided First Nations comes through in ways of kindness, caring and respect. And it is in the way Thunderbird and FPWC continue to work together to build a vision for a comprehensive continuum of services and support to guide and strengthen community, regional and national mental wellness capacity.

To guide our partnership and collaborative working relationship with FPWC, we continue to jointly develop a Maamawi Kanaakiimi agreement to facilitate our collective efforts in supporting First Nations nationally and regionally. We know that strong connections are the basis for wholistic approaches to wellness and for aligning collective regional responses to support community wellness and address substance use. We acknowledge the commitment to mental wellness and the hard work across the regions to secure culture as the foundation for First Nation mental wellness.

Priorities for the team this past year focused on

- establishing relationships in regions,
- mapping out regional mental wellness and substance use services and supports,
- engaging the regions in national initiatives to establish a Mental Wellness Workforce Association,
- understanding regional priorities and needs,
- supporting the development of standard treatment modules, and
- developing regional drug strategies.

During the past year, Regional Mental Wellness Coordinators worked together to support one region in developing a model of care for substance use. From that, a community centered model of care for substance use and template is being finalized to facilitate community development and capacity. This approach is an opportunity for communities to have discussions to design community-based approaches to address the drug crisis and more long-term approaches to honouring our strengths and mental wellness.

Model of Care for Substance Use

A New Tool for Communities

Thunderbird is developing a model of care for substance use that highlights the community as the foundation for a hub of culturally relevant services. Upon completion, it will provide an understanding of program components as a model of care, and will also include an implementation tool (or template).

To date, models of care for substance use have been developed specific to a First Nations regional health authority, and other First Nation communities. This new model of care project and tool is intended to be adapted to different community needs and contexts.

The updated versions of the Model of Care for Substance Use are in alignment with both of the following: Honouring Our Strengths: A Renewed Framework to Address Substance Use Among First Nations in Canada, and the First Nations Opioid and Methamphetamine guidelines.

Thunderbird's model of care project progress this fiscal includes

- the completion of the Maamawi Kanaakimii (project charter), critical path, and workplan to guide the project,
- an outline of a report and tool (based on Land for Healing and Honouring Our Strengths), and
- a forecast that includes milestones for producing the model of care document and tool by March 31st with a finalized model and tool by Q2 2025-2026.

This project aligns with Thunderbird's core tenets about wholistic approaches to healing and wellness, grounded in Indigenous culture, and with Hope for the future.



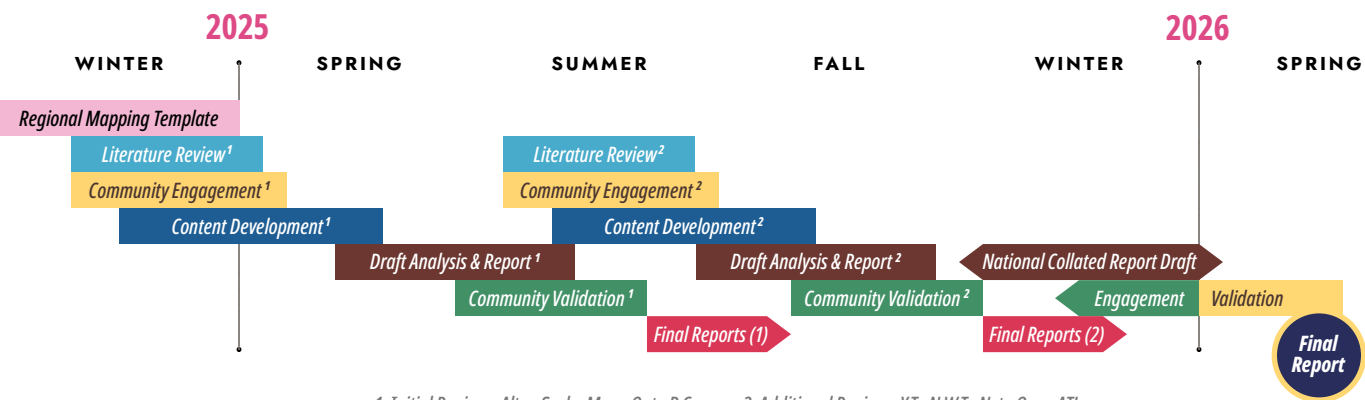
Nimnani (Comanche) pattern / Seneca beadwork

Progress Highlight

Regional Mapping Process and Model of Care for Substance Use

The onboarding of National and Regional Mental Wellness Coordinators has varied throughout the year. This is illustrated in the work achieved to date in regional mapping towards a regional and national report. Thunderbird's current stage is represented by a star. The percentage of completion – B.C 20%, Alberta 85%, Saskatchewan 70%, Manitoba 50%, Ontario 15% - in content, draft analysis and report.

The development of a model of care and template for substance use is being informed by the Honouring Our Strengths update, our work with one region, and community engagement. This work is 60% complete with target deliverable by June 2025.



Culture-Based Model of Care for Complex Trauma

Thunderbird has begun to develop a culture-based model of care for complex trauma, along with resources to support implementing the model. The model of care and related resources will serve the workforce of mental wellness and cultural support workers. These professionals engage with families and survivors of the Indian Residential School and Indian Day School system as well as those affected by Missing and Murdered Indigenous Women, Girls, and Two-Spirit (MMIWG2S), all of whom (and others) can be considered the mental wellness workforce.



The culture-based model of care for complex trauma will

- support workers in addressing complex trauma among First Nations through use of the First Nations Mental Wellness Continuum Framework, Culture as Intervention, and Indigenous Wellness Framework;
- enhance the competencies of the workforce serving First Nations in addressing complex trauma through the development of a training program to accompany the model of care;
- identify and lead the development of partnerships to support roles and responsibilities in the implementation of an in-community, culture-based model of care for complex trauma; and
- provide guidance for using the Indigenous Wellness Framework for monitoring and measuring the impact of culture in addressing complex trauma.

nēhiyawak (Plains Cree) pattern

Progress Update

National Mental Wellness Workforce Association

The development of a national workforce association for First Nations mental wellness workers is a shared project between Thunderbird and First Peoples Wellness Circle (FPWC). Our goal is to establish a guiding framework for a national association for First Nations treatment workers, mental wellness teams, residential school health support programs, health and social, education counsellors, etcetera. With culture as the foundation, the association will provide support, guidance and resources to ensure the availability of quality mental wellness workers across Canada.

Work on this project began in 2023 with an online survey, then continued forward with meetings and consultations. Information from a national survey, virtual roundtable series, and the 2024 National Treatment Gathering merged in a report to form draft core competencies. The source information and the report along with templates and methodologies was shared with First Peoples Wellness Circle for their use and input during their fall 2024 gathering of Residential School health support workers and mental wellness teams. The draft core competencies were also shared to a related Thunderbird project, the National Standardized Treatment Curriculum, for use in the development of education modules.

Thunderbird staff worked with FPWC staff at their fall gathering to further support the project. The outcomes of the gathering are intended to

- assist in finalizing governance for the association,
- provide an assessment process of an application in the context of the core competencies,
- develop online self-directed training for the core competencies where there are gaps, and;
- support a contract for the development of a business case.

Further refinement of the competencies as well as governance framework will be discussed during a joint meeting of Thunderbird and FPWC planned for the end of fiscal. The National Mental Wellness Workforce Association requirements are expected to be finalized during the first quarter of 2025-2026.

This project aligns with the Thunderbird's values and mission in the context of Understanding as an indicator of Meaning and Purpose in terms of Wholeness.

Syilx (Okanagan) pattern

Bundles of Interventions, Resources and Cultural Hub (BIRCH)

A New Virtual Support for First Nation Communities

Thunderbird officially launched its new *BIRCH* program and website (*birchbundle.ca*) in March 2025, after more than 3 years of collaborative work.

BIRCH exists to provide culturally based virtual resources for First Nations addictions treatment centres and all mental wellness workers supporting First Nations communities. The *BIRCH* program is free to all Indigenous addictions treatment or wellness organizations across Canada.

The *BIRCH* program includes:

- **Website – *birchbundle.ca***
 - Features an overview of the BIRCH project, available supports regionally, eHealth Guides for developing programming, and directions to access program modules
- **Resource Hub** – this is this is an internal resource hub for peer connection and access to resources related to virtual treatment programming
 - *Contains all BIRCH program related resources along with an eHealth Guide and a Practitioner Guide*
- **Program Modules** – substance use treatment and mental wellness programming content for implementation by mental wellness workforce across the continuum of care for First Nations communities
 - *Modules support delivery virtually, in-person or to complement existing programming; modifiable to regional/community context; feature skill building exercises based on common Dialectical Behavior Therapy (DBT) approaches; includes handouts; and can be self-guided or facilitated though requires support from delivering organization*

The *BIRCH* program and website is currently available in English. It will become bilingual in short order with French program modules coming online in August 2025, the website in June, internal resource hub in July, and the Practitioner Guide and eHealth Guides also in July.

We invite you to visit *birchbundle.ca* and explore the many resources available to support Indigenous addictions treatment and wellness organizations. If you have any questions, please reach out to *birch@thunderbirdpf.org*.

Dakelh (Yinka Dene) pattern



Building a National Voice for Indigenous Youth

The National Youth Council, which has been renamed Ways of the Heart Youth Council, is evolving into a dynamic force of Indigenous youth leaders participating in activities across the country.



Goals

The goal of this initiative, which is shared between Thunderbird and First Peoples Wellness Circle, is to develop a national council made up of Indigenous youth from each region who will represent youth in, and develop projects on, supporting Indigenous youth mental wellness. Youth will incorporate language and culture as well in their work on the council.

Recruitment

A primary focus of the 2024-2025 fiscal year was member recruitment which, after successful efforts in Nova Scotia and Quebec, brings the national council total to 10 members. Regional representation on the council was re-set by two changes that were mutually agreed upon with Thunderbird's partner, FPWC: the addition of one-term ex-officio positions for We Matter and a Métis representative. The Assembly of First Nations has had an ex-officio role on the council since its inception.

Recruitment for the role of Youth Engagement Coordinator was briefly successful, but the role opened again in December and recruitment is ongoing.

Key Activities

Thunderbird hosted a hybrid meeting in the London office on August 13 and 14 that included eight councilors and the CEO and staff from First Peoples Wellness Circle, along with external project leads from Indigenous Services Canada, Best Brains Exchange, and Integrated Youth Services.

Outcomes of the meeting include:

- The Council name changed to Ways of the Heart Youth Council.
- Draft Terms of Reference and a workplan were completed.
- Discussion of potential projects for the year was discussed.
- Co-chairs, Marissa Moar (MB) and Jacob Genereux (ON) were elected.
- Co-secretaries, Ryan Walker Melton (NB) and Aly Trick Mifflin (BC) were elected.
- Communication and Administration tools and operations were discussed.

A further outcome of the in-person meeting included the Council's creation of a logo, which Thunderbird's Communications team developed into a branding kit.

The next in-person meeting for the Council is being planned for the first quarter of 2025-2026.

In 2024-2025, Council members have participated in:

- A community safety planning discussion group focused on developing a youth-focused website – *soaringtogether.ca*
- Health Canada's project to review Out of Frame: Mental Health and 9-8-8: Suicide Crisis Helpline – Indigenous youth advertisements, Nov 20-Dec 10
- Initial steps to update the Life Promotion Toolkit; training to present the toolkit
- Planning for the Global Leadership Exchange event set for Ottawa in June 2026
- IAYMH 2025: March 19-21 in Vancouver
- Council of Yukon First Nations Health Transformation Conference, Whitehorse, March 12-13
- Assembly of First Nations (AFN) Mental Wellness Committee meeting in Ottawa, Dec 9-10
- First Nations Mental Wellness Continuum (FNMWC) Implementation Team Meeting, Ottawa, Dec 11-12
- Thunderbird Land for Healing *Train the Trainer*, Nov 8
- Integrated Youth Services and Learning Health Systems summit in Winnipeg, Manitoba, Oct 8-9
- National Summit on Indigenous Mental Wellness in Calgary, Oct 16-17

The project aligns with the organization's values and mission in the context of Belonging as an indicator of Community and Relationship. In addition, the Council aligns with Hope in terms of Belief/Worldview - Commonalities across Differences that the work of the council reflects commonalities across diversity of culture, gender, regions.

Konkow Mafidu pattern

Moving Knowledge into Action

Thunderbird is developing an internal framework to help turn our knowledge into action. This means using Thunderbird's core values and frameworks in the creation of new projects, and understanding the stages of knowledge translation and development that help a project to grow into meaningful outcomes for our stakeholders.

Having a standardized knowledge translation process will support Thunderbird staff to use the resources and knowledge we already share, and gather Indigenous knowledge for upcoming projects by using wise practices in knowledge gathering exchange, synthesis and creation. This is part of an intentional effort towards Two-Eyed Seeing that combines the best ways of being and doing from both Indigenous and Western perspectives towards the highest good for our stakeholders.

Kainai (Niitsitapi - Blackfoot) pattern

Collaborating to Update HOS

Honouring Our Strengths: A Renewed Framework to Address Substance Use Issues Among First Nations People in Canada (HOS) was published in 2011 and has been foundational to the work of Thunderbird Partnership Foundation. Work is underway to update HOS to meet current and regional needs. While many of the opportunities for renewal remain relevant today, there is a need to ensure that the opportunities incorporate lessons learned and emerging issues in addressing the drug crisis by First Nations.



To support First Nations path forward, an update of HOS will reflect current realities, share wise practices and innovative approaches to build collective strength fostering First Nation wellness. Policy and practice references and terminology in the document will also be updated. New research, Indigenous expertise and First Nations priorities guided by Indigenous Knowledge will provide continuity in HOS, grounding culture as foundation through breathing new life in the expression of the principles articulated by Indigenous Knowledge Keepers 14 years ago. Project planning is complete. An external working group of respected Indigenous mental wellness leaders,

practitioners and Knowledge Keepers from across Canada has been established to lead the development of gathering our strength to ensure HOS remains meaningful and relevant today and into the future. The working group meets regularly to inform the process and content of the HOS update. Working group members convey the nature of the proposed changes to their networks for awareness and discussion. A writer has been contracted to support the work. The update will be an iterative process that engages a wide range of stakeholders. This work is expected to be completed by the end of July 2025.

Looking Inward Organizational Wellbeing

Thunderbird looks inward each year to monitor and assess its own wellbeing by collecting feedback from staff through the Organizational Vital Signs (OVS) Survey.

The OVS measures Thunderbird's organizational climate and uses principles of emotional intelligence to describe employee engagement and relationship with and within the organization. The OVS looks for ways to best support staff within an organization with a trauma informed approach.

Thunderbird has administered the OVS most years since 2013, most recently in 2024.

The 2024 survey showed that engagement levels had decreased by 14% since 2023, and staff reporting disengagement had increased by 11%. Although this news was disappointing, Thunderbird's annual retreat in May 2025 included staff discussions about strategies to improve organizational climate. Thunderbird's commitment to ongoing growth and development means that we need to understand and appreciate the challenges.

Aaniiih (Gros Ventre) pattern

Becoming a Trauma Informed Organization

During the past year, Thunderbird continued to work towards the goal of becoming a trauma-informed organization. The process towards this goal, which can take some time, requires committed leadership, staff training, changes to policies and the creation of a supportive environment.

At the staff meeting on September 23, 2024, discussions were held to explore individual roles towards reconciliation with the Purpose of creating a pledge. The development of the pledge will evolve with more reflection and ongoing discussions.

Staff also undertook steps to update the organization's Code of Conduct. Thunderbird's values of compassion, honesty, humility, respect, trust, interconnectedness, family strength and accommodation of cultural diversity were reviewed for clarity and discussed at staff meetings throughout the year.

Dr. Ed Connors, a registered Psychologist who is of Mohawk ancestry, joined Thunderbird staff in November to lead a discussion on the topic of compassion. Staff were again encouraged to review Thunderbird's core values and consider what it means holistically through the lens of spirit, heart, mind and body.

The updated Code of Conduct was shared at the May 2025 staff retreat, as part of Thunderbird's work towards becoming a Trauma Informed Organization.

Recruitment Data

Thunderbird welcomed 19 new employees during the fiscal year (April 2024 - March 2025).

The new hires included the managers for the Communications and the Mental Wellness Coordination teams along with different staff for Policy and Partnerships, Training and Education, Operations, Research and Online Training. The newest team in the organization, the Mental Wellness Coordination team, also welcomed four new Regional Mental Wellness Coordinators for the regions of British Columbia, Manitoba, Alberta and Ontario. Below is the list of all the positions that were filled for this fiscal year.

Teams	Positions	Number of Hires
Communications	Communications Manager	1
Mental Wellness Coordination	National Mental Wellness Coordinator	1
	Regional Mental Wellness Coordinator	4
Policy and Partnerships	Executive Administrative Assistant/Governance Coordinator	1
	Knowledge Mobilization Specialist	1
	Youth Engagement Lead	1
	Policy Analyst/Writer	1
Training and Education	Virtual Learning Systems Navigator	1
	Curriculum Developer	1
	Trainer	2
Operations	Human Resources Coordinator	1
Research	Addictions Program Coordinator	1
	Epidemiologist	2
Online Training	Instructional Design/Development Specialist	1
Total		19

As part of Thunderbird's initiative to streamline the recruitment process, applicant tracking, interview scheduling, and centralized system, the career site in the Human Resource Information System (HRIS) was also used for this year. The link for the career page in our HRIS is also on Thunderbird's website to encourage applicants to complete their profile in the system.

Resources Distributed / Lending Library



Surveys
206



Youth Survey
50



HOS
2,251



FNMWC
2,388



FNMWC Wheels
2,626



Guidebooks/Toolkits
15,586



Cannabis Info
961



Opioid Info
1,344



Training Workbooks
4,676



Service Delivery Models
1,850



Annual Report
938



Thunderbird USB sticks
3,051



Brochures/Bags
3,869



Life Promotion Toolkit
2,134



French Resources
948



Tablets
6



Internet Sticks
4



Laptops
0

Saawanwaki (Shawnee - Oklahoma) pattern

Thunderbird Streamlines Naloxone Kit Distribution Process



Thunderbird continued to distribute naloxone kits throughout the 2024-25 fiscal year and streamlined distribution in September through a partnership with Emergent BioSolutions Canada. Naloxone kit orders were received and processed by Thunderbird while Emergent stored and shipped the kits.

Orders increased notably between January and March 2025 which resulted in fewer kits available to ship per order until kit inventory was eventually depleted in March. In total, 12,485 kits were distributed between April 1, 2024, and March 31, 2025, which is a massive increase over the previous year (3,170). Here is a breakdown of kits ordered by province/territory:

Alberta	1570
British Columbia	0
Manitoba	3280
New Brunswick	590
Newfoundland and Labrador	315
Nova Scotia	165
Nunavut	270
Ontario	745
Quebec	225
Saskatchewan	5325
Total	12485

Presentations & Conferences

2024

APRIL

ISC: Health Emergency Management Gathering — *Speaker: Carol Hopkins*

MAY

House of Commons' Standing Committee on Health: Drug Crisis in Canada — *Speaker: Carol Hopkins*

6th Annual British Columbia Substance Use Conference (Vancouver)

JULY

Oneida Health and Wellness Conference — *Presentation: Mental Wellness Amid Toxic Drug Crisis, FNOM Survey*

AFN: Annual General Assembly (Montreal) — *Thunderbird Tradeshow Booth*

World Indigenous Suicide Prevention Conference (Niagara Falls, NY) — *Presentation: Buffalo Riders Early Intervention Training*

OCTOBER

2024 First Nation Indigenous Health Branch Home Care Nurses Training — *Thunderbird Tradeshow Booth*

2024 Indigenous Summit on Mental Wellness (Calgary) — *Presentation: BIRCH - Developing a Virtual Hub for Substance Use Treatment Programming within First Nations Communities*
— *Panel Presentations: Wise Practices for Life Promotion - Train the Trainer; Harm Reduction Approaches & Naloxone; Buffalo Riders Early Intervention Program*

NOVEMBER

AFN: National Housing and Mental Wellness Conference (Vancouver) — *Keynote: FNMWC & Housing - Carol Hopkins*
— *Presentation: Housing and Substance Use*

Sioux Lookout First Nations Health Authority: Neegan-Inabin-Mental Health and Addictions Forum (Winnipeg) — *Keynote: Promoting Wellness for First Nations Children and Youth - Carol Hopkins*

Ontario Treatment Directors (Toronto) — *Presentations: Thunderbird Partnership Foundation - Carol Hopkins; BIRCH (Bundle of Interventions, Resources, and Cultural Hub)*

AFN: Homelessness and Mental Wellness Forum (Vancouver) — *Keynote: Mental Wellness - Carol Hopkins*
— *Dialogue Session: Homelessness and Mental Wellness with a Focus on Substance Use*

DECEMBER

National First Nations Mental Wellness Continuum Implementation Team Meeting (Ottawa) — *Presentations: Updates to the Honouring Our Strengths: A Renewed Framework to Address Substance Use; Community Safety and Mental Wellness; Model of Care for Substance Use template*

KTC Health Directors Meeting — *Regional Presentation*

AFN: Special Chiefs Assembly — *Thunderbird Tradeshow Booth*

2025

JANUARY

FNHSSM: First Nations Data Sovereignty and Research Conference
Indigenous Knowledge and Epigenetics (Ottawa)

Oneida Prenatal Opioid and Neonatal Abstinence Syndrome Conference (Oneida of the Thames First Nation)
First Nations of Quebec and Labrador Health & Social Services Commission (Quebec City) — *Presentation: An Approach to Self-Determination Focused on the Social Determinants of Health*

Chiefs of Ontario Mental Wellness and Substance Use Conference — *Keynote: Confronting Anti Indigenous Racism and Building Safe and Comprehensive Mental Health Systems*
— *Presentation: A National Association Guided Through the Lens of the FNMWC Framework*

Pre-Natal Opioid Exposure & Knowledge Mobilization Conference (Walpole Island First Nation)

CBC Radio-Canada — *Interview: An Indigenous Perspective on Epigenetics*

APTN — *Interview: Human Trafficking and First Nations Community Safety*

Turtle Island News: Human Trafficking and First Nations Community Safety

FEBRUARY

Manitoba NNADAP Treatment Centre Executive Directors Committee Meeting — *Regional Presentation*

First Peoples Wellness Circle: Gathering Our Knowledge Bundles: Capstone Event (Vancouver)

Anishinabek Nation Gathering: Bmosedaa Gaa-bmi-zhaawaad Ngitziimnaanig (We Are Walking Where Our Ancestors Have Gone) — *Keynote: Culture as Foundation*

MARCH

Residential School Survivors Group (Wolf Performance Hall, London)

Health Emergency Management Conference: Mental Wellness in Emergency Management (Saskatoon)

Waakebinesse Institute for Indigenous Health, University of Toronto — *Webinar Series: Substance Use Model of Care, Network Environments for Indigenous Health Research*

University of Toronto: Dalla Lana School of Public Health — *Interview with Wendy-Ann Clarke, Investigative Journalism Bureau*

First Peoples Wellness Circle: Good Medicine Learning Circle - The Land is Our Medicine

Grants and Awards



McConnell Foundation

Three-year support grant to work with the Integrated Youth Services (IYS) Indigenous Network and provincial/territorial IYS initiatives to deliver trainings and capacity building opportunities that can support more culturally responsive approaches to youth mental health in IYS settings.



Jacob and Marissa, WHYC Co-Chairs



Carol and Brenda Restoule
(CEO of First People's Wellness Circle)

Summary of Activities for McConnell Foundation Grant

- Hiring of Youth Engagement lead to coordinate WHYC activities (Fall 2024)
- Thunderbird hosted 8 councilors with CEO and staff from First Peoples Wellness Circle as well as external project leads from ISC, Best Brains Exchange, and Integrated Youth Services at a hybrid meeting in the London office on August 13 & 14, 2024.

Outcomes of the first in-person meeting:

- Council has a new name: Ways of the Heart Youth Council
- Draft Terms of Reference and workplan completed
- Discussion of potential projects for the year
- Co-chairs, Marissa Moar (MB) and Jacob Genereux (ON) elected
- Co-secretaries, Ryan Walker Melton (NB) and Aly Trick Mifflin (BC) elected
- Communication and Admin tools and operations discussed

- During 2024-2025, members of WHYC attended:
 - Integrated Youth Services and Learning Health Systems summit in Winnipeg, Manitoba, Oct 8-9, 2024
 - National Summit on Indigenous Mental Wellness in Calgary, Oct 16-17, 2024
 - AFN Mental Wellness Committee meeting in Ottawa, Dec 9-10
 - FNMWC Implementation Team Meeting, Ottawa, Dec 11-12
 - IAYMH 2025: March 19-21 in Vancouver and
 - Council of Yukon First Nations health transformation conference in Whitehorse, March 12-13, 2025

- Thunderbird completed its first grant Progress Report, which was well received by McConnell, upon meeting in January. Following this discussion in the final weeks of 2024-2025, Thunderbird has been considering applications for a full time summer internship for a current university student, to work on a research project relevant to Thunderbird's work and funded through the existing McConnell grant.

Financial Overview

Assets

Current Assets

CIBC Chequing Account	4,443,452.54
CIBC Clearing Account	13,218.30
CIBC Alberta Treatment Standards	6,344.01
Investment Account	282,718.24
Accounts Receivable	153,716.65
Accounts Receivable (Not Module)	9,151.05
Payroll Clearing Account	(128,960.49)
HST Recoverable Current Year	81,073.70
Prepaid Expenses	167,836.50
	5,028,550.50

Fixed Assets

Furniture and Equipment	115,578.95
Board Room Equipment	123,724.76
Computer Hardware	222,951.86
Computer Software	14,544.91
Less Accumulated Depreciation	223,977.17
	252,823.31

\$5,281,373.81

Liability and Shareholder's Equity

Current Liabilities

Accounts Payable	279,620.32
Accounts Payable (Not Module)	15,269.43
Accrued Accounting Fee Payable	11,500.00
Vacation Payable	24,798.33
Payroll Liabilities	183.00
Deferred Revenue Capital Assets	252,824.61
	584,195.69

Shareholder's Equity

Retained Earnings	462,815.76
Profit (loss) for Period	4,234,362.36
	4,697,178.12

\$5,281,373.81

Summary of Revenue and Expenditure

Revenue

ISC - Core and Project Funding	11,405,052.00
Other	476,478.00

\$11,881,530.00

Expenses

ISC - Core and Project Funding	7,640,011.00
Other	75,116.00

\$7,715,127.00

Partnerships



Assembly of First Nations, First Peoples Wellness Circle, First Nations Health Managers Association, Federation of Saskatchewan Indigenous Nations, Sioux Lookout Health Authority, Global Leadership Exchange – Wharerata Indigenous Leadership

