

Curriculum Vitae of Cindy Crowe

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- *First Nation & Métis Community Engagement for Ontario Power Authority – Oct 26, 2009 to Apr 30, 2011*
- *Province-wide Train-the-Trainer Sessions for the Chiefs of Ontario – January to October, 2010*
- *Development of an Aboriginal Health Human Resources Initiative Community Resource Guide, database and statistical report for Independent First Nations – January to March, 2010*
- *Development and Presentation of AHWS Renewal Recommendations for Ontario Native Women's Association in collaboration with Beedabuin Resources and Susan Bebonang – January to March, 2010*
- *Environmental Scan: Survey & Focus Group with Sioux Lookout Meno Ya Win Health Centre – 2009-2010*
- *Coordinator for Nishnawbe Aski Nation Oski-Machiitawin (New Beginning) May 2007 until December 2008*
- *Regional Coordinator for Northern Ontario School of Medicine February 2005 until September 2006*
- *Community Coordinator of Waabi-Ma'iingan Traditional Teaching Lodge October 2005 until present*
- *Ontario Association of Certified Engineering Technicians & Technologists (OACETT) Full Member #62645 – since 1993*
- *Graduate of Civil Engineering Technologist Program, Cambrian College, Sudbury, ON – 1993*
- *Member of Gichi-Waakaa'igan; Diversity Thunder Bay; National Aboriginal Day; Robinson Superior Treaty Women's Council; Ontario Multifaith Council; Lake Superior Place; OACETT Thunder Bay Chapter*
- *Member of the Red Rock Indian Band (Lake Helen First Nation) in Nipigon, ON #1930092501*

Projects Spanning More Than 20 Years

COMMUNITY

- participated in the initial stages of Our Kids Count programming in County Park, Thunder Bay including community kitchen, bulk grocery shopping and other various activities - 1995-96
- completed proposals to CMHC through RRAP for \$600,000, to MNDM through Aboriginal Communities Infrastructure Projects for \$800,000 and \$2,040,000 respectively, for Kashechewan First Nation - 1995-96
- completed proposals to Chiefs of Ontario, through Federal Child Care Initiative, for Marten Falls First Nation for a Whole Child Care Centre - 1997 and 1998
- completing funding proposals for Spiritual Centre for Marten Falls First Nation - 1999
- completed *successful* building proposal to Northern Ontario Heritage Fund Corp., through Capital Assistance for Small Communities, for Seine River First Nation - 1999
- assisted NAN Health & Safety Committee including computerized floor plan/evacuation plan - 2000-02
- helped to organize NAN's participation in the Shelter House 24-Hour Corporate Relay including fund-raising, coordinating employees, designing a corporate T-shirt, Captain Team Meetings - 2000-02
- assisted Independent First Nations to develop three community health service plans in connection with Phase IV of Aboriginal Healing and Wellness Strategy – 2008
- assisted Kitchenuhmaykoosib Inninuwug to develop a Health Plan – 2008-09
- assisted Independent First Nations (twelve) to develop a health human resources retention and recruitment strategy regarding the Aboriginal Health Human Resources Initiative – 2009
- assisted Independent First Nations (twelve) to develop strategy regarding Aboriginal Health Transition Fund – 2009
- Development and Presentation of AHWS Renewal Recommendations for Ontario Native Women's Association in collaboration with Beedabuin Resources and Susan Bebonang – January to March, 2010
- Development of an Aboriginal Health Human Resources Initiative Community Resource Guide, database and statistical report for Independent First Nations including 12 First Nation communities – January to March, 2010

COORDINATION / FACILITATION / LIAISON

- initiated and conducted discussions and negotiations with the private and public sector regarding economic development initiatives for RRIB - 1999-2000
- coordinated and facilitated NAN "Housing & Infrastructure Database and Regional Capital Plan" Project Team / Working Group / Housing Project - 2000-02
- organized, promoted and conducted four provincial conferences on behalf of INAC to promote the Long

- Term Capital Plan to First Nations, Tribal Councils and government representatives across Ontario – 2004
- liaison activities between First Nation communities and Northern Ontario School of Medicine (Laurentian University, Sudbury and Lakehead University, Thunder Bay) involving eight First Nation communities in Northeastern Ontario during a pilot project focusing on community and cultural experiences for sixteen first-year medical students– 2005
- coordinated community placements across Northern Ontario for the Northern Ontario School of Medicine focusing on community and cultural experiences for fifty-six first-year medical students– 2005-2006
- facilitated community and liaison activities for Waabi-Ma'iingan (Grey Wolf) Traditional Teaching Lodge including community, government, educational, Traditional and Spiritual – 2005 - present
- facilitated and developed a staff retreat for Education Authority in Constance Lake First Nation – 2006
- coordinated Northern Table activities for Nishnawbe Aski Nation including Parks, Land Use Planning, Licensing & Permits and Mining which involved a thorough flow of information between Province, Chiefs Steering Committee, Senior Officials Committee, Joint Management Committee and 4 Technical Tables – May 2007– December 2008
- assisted with facilitating breakout sessions at Aboriginal Forum of Local Health Integration Network – 2008 and 2009
- assisted with Module 106 community preparation for Northern Ontario School of Medicine students – 2009
- assisted Board of Directors of Mahkwa Lodge with strategic planning – 2009
- Province-wide First Nation and Métis Community Engagement for the Ontario Power Authority – Oct 26, 2009 to Apr 30, 2011

CROSS-CULTURAL

- coordinated week-long relationship building workshop between community and Neskantaga First Nation front-line workers, Nishnawbe Aski Police Services, Ontario Provincial Police and NAN Managers – 2003
- conducted cross-cultural workshops for Outland Reforestation Junior Rangers and staff – 2006
- conducted cross-cultural workshops for the Wikwemikong Trust in Wikwemikong Unceded Reserve – 2006
- coordinated development activities for Waabi-Ma'iingan (Grey Wolf) Traditional Teaching Lodge including management of all correspondence; funding applications; media releases; website; and, organization of all meetings including community, government, educational, Traditional and Spiritual – 2005 - present

ECONOMIC DEVELOPMENT

- developed economic development initiatives/strategic plans, identified/promoted improvements/expansion of existing businesses/new businesses & tourism/eco-tourism related opportunities, initiated/conducted discussions/negotiations with the private /public sector regarding economic development initiatives for RRIB - 1999-2000
- provided advice to businesses and Band Council for community-based economic development initiatives and obtained contributions and other financial support for RRIB - 1999-2000
- completed/submitted training plans to funding agencies to train/secure employment for RRIB members - 1999-2000

ENVIRONMENTAL SCANNING

- conducted an environmental scan (asset-mapping) concerning Early Childhood Development Programs in eleven remote First Nation communities across Northwestern Ontario for Health Canada - 2004
- developed an "Aboriginal Employment, Training and Education Resource Manual" book in conjunction with Aboriginal Employment Resource Committee of Thunder Bay – 2004-05
- asset-mapping in Kitchenuhmaykoosib Inninuwug – 2006
- asset-mapping/community health planning in northern communities of Independent First Nations – 2006
- asset-mapping/community health planning in southern communities of Independent First Nations – 2007
- conducted Environmental Scan including Survey and Focus Group with Sioux Lookout Meno Ya Win Health Centre servicing 28 First Nation communities in Northwestern Ontario – 2009-2010

MANAGEMENT

- coordinated housing conciliations, housing reporting, monthly & annual reports, analysis of computer data, training of staff and coordination of seminars for ONHWP –1987-89

- conducted Project Management for Rural Rehabilitation Assistance Program on twenty-four units for \$600,000, retrofit work through the Aboriginal Communities Infrastructure Projects for \$800,000 and monitored the labour component of renovation and retrofit work regarding the Subsidy Assistance Training Funding through INAC on forty units for \$91,000 for Kashechewan First Nation; in association with Les Louttit Consulting - 1995-96
- responsible for the analysis, liaison and research on housing issues, programs and policies on behalf of NAN, prepared annual workplans, correspondence, briefing notes, position papers, proposals and reports for the Housing Table and the Executive Council as needed - 2000-02
- organized travel, accommodations, meals, meeting space and presentations for conferences for NAN – 2000-2008
- coordinated/managed operations of NAN Housing Table, C.N.A. Technical Services, Cindy Crowe Consulting, Waabi-Ma'iingan Traditional Teaching Lodge; Oski-Machiitawin, supervised contractors/employees – 1993 - present

MARKETING / PROMOTION

- produced a *successful* Business Plan Study for the purposes of funding applications through ABC, Ontario Development Corporation, and the Royal Bank for a small aboriginal company - 1994
- prepared a *successful* business plan to Nishnawbe-Aski Business & Advisory Support for Met-Tagom, of Kashechewan First Nation with the Ontario Development Corporation and Bank of Montreal – 1995
- completed Alternative Funding Arrangements for Financial Management Plan for Kashechewan First Nation - 1996
- completed a *successful* business plan and applications through Wakenagun Community Futures Development Corporation for Wynne's Grocery Store, in Kashechewan First Nation - 1996-97
- conducted marketing survey concerning expansion of cable services for Fiber-Tel Enterprises Inc. – 1999
- completed *successful* Remedial Management and Management Development Plans, for submission to INAC for Seine River First Nation - 1999
- conducted 3 workshops for Dryden Chamber of Commerce, entitled: Marketing Using the Internet, Home-Based Businesses and Businesses in Smaller Communities - 1999
- represent and act as a spokesperson for the economic development of the RRIB, promote public relations with agencies and other interested bodies - 1999-2000
- prepared Feasibility Study, Community Centre and Day Care Facility for Fort William First Nation, in association with DKA Marketing - 2001
- completed business plan for a Wood Briquettes Retail business for RRIB in association with DKA Marketing – 2002
- prepared an outline discussion paper concerning Innovative Funding Options for NAN - 2002-02

SOCIAL

- completed a *successful* application to Health Canada, Medical Services Branch, through the Aboriginal Head Start On Reserve Program, for Marten Falls First Nation - 1998
- completed an application to the Aboriginal Healing Foundation, through the Developing and Enhancing Aboriginal Capacities Program, for Marten Falls First Nation - 1999
- conducted Community Needs Assessments to Health Canada, Medical Services Branch, Aboriginal Head Start On Reserve Program, for Seine River and Marten Falls First Nations - 1999
- completed applications to the Aboriginal Healing Foundation, through the Honour and History Program, for Seine River and Marten Falls First Nations - 1999
- conducted Operational Phase Proposals to submit to Health Canada, Medical Services Branch, through Aboriginal Head Start On Reserve Program, for Seine River and Marten Falls First Nations - 1999

TECHNICAL

- updated computer programs for Asset Condition Reporting Systems (ACRS) for sixteen Union of Ontario Indians First Nations - calculated and inputted programs for Maintenance Management Systems including: As Built Drawings, Annual Work Programs, Performance Budget Worksheets and Budget Summaries - 1992
- completed the ACRS and Capital Asset Inventory System (CAIS) for Pic Mobert First Nation - 1994

- completed the CAIS for following First Nations: Whitesand, Pays Plat, Pic Mobert, Rocky Bay, Michipicoten - 1994
- completed a Five-Year Capital Expenditure Plan for Kashechewan First Nation - 1995
- completed the ACRS and CAIS for Eabametoong First Nation (Fort Hope) - 1995
- assisted in the coordination, development and review of NAN Housing & Infrastructure Database and Regional Capital Plan Final Report in association with Neegan Burnside - 2000-02
- provide technical assistance and support in the development and implementation of strategies to achieve the deliverables for the housing table within the NAN / Canada Bilateral Protocol - 2000-02
- completed a generic funding application for a golf course and walking trails in Sandy Lake First Nation – 2006
- housing and infrastructure corporation development for Nishnawbe Aski Nation – 2009 - 2010

TRAINING

- completed *successful* proposals to Shooniiyaa Biidoong Training & Employment Centre, Community-Based Training Initiatives Program for Seine River First Nation, Phase I - Geographical Information System (GIS) Preparation Computer Training and Phase II - GIS Computer Training - 1997 and 1998
- completed *successful* applications to INAC through Social Assistance Transfer Funding Program, for Seine River First Nation for Phase I - GIS Preparation Computer Training and Phase II - GIS Computer Training - 1997 & 1998
- completed a *successful* application to Ontario First Nations Technical Services Corporation, Technical Related Training, for Seine River First Nation, for Phase II - GIS Computer Training - 1998
- completed a 5-Year Community Strategic Plan on Employment Development Initiatives, submitted to Shooniiyaa Biidoong Training and Employment Centre, for Seine River First Nation - 1999
- completed a *successful* Computer Training for Band Office Staff proposal, to Shooniiyaa Biidoong Training & Employment Centre, for Seine River First Nation – 1999
- Province-wide Train-the-Trainer Sessions regarding asset mapping for the Chiefs of Ontario – January to October, 2010

Summary of Work Experience

Jan/10-Oct/10	Train-the-Trainer	Chiefs of Ontario
Oct 26/09-Apr 30/11	Community Engagement	Ontario Power Authority
May/07-Dec/08	Coordinator (Liaison)	NAN Oski-Machiitawin (New Beginning)
Oct/05-present	Community Coordinator	Waabi-Ma'iingan Traditional Teaching Lodge
Feb/05-Sept/06	Regional Coordinator	Northern Ontario School of Medicine
Sept/04-present	Consultant / Sole Proprietor	Cindy Crowe Consulting, Thunder Bay
May/03-Sept/04	Capital Compliance Officer	Indian and Northern Affairs Canada (INAC)
Sept/02-May/03	Special Projects Comm. Dev.	Nishnawbe Aski Nation (NAN), Thunder Bay
Dec/00-Jun/02	Housing Coordinator	Nishnawbe Aski Nation (NAN), Thunder Bay
Aug/99-Dec/00	Economic Development Officer	Red Rock Indian Band (RRIB), Nipigon
1993-99	Manager/Consultant	C.N.A. Technical Services, Thunder Bay
1992-93	Student Technician	Chi-Gaaming Technical Services Group, Sudbury
1990	Legal Secretary	Holden, Day, Wilson, Toronto
1987-89	Administrative Assistant	Ontario New Home Warranty Program, Sudbury