



ANNUAL REPORT

2025-2026

Indigenous Certification Board of Canada

Conseil Autochtone d'agrément professionnel du Canada (CAAPC)

Fiscal Year • April 1, 2025 – March 31, 2026

Kanehsatà:ke, Québec

Rooted in our own community and serving Indigenous helpers across Canada, ICBOC offers this report in a spirit of accountability to the First Nations, Inuit, and Métis workers we certify, to the communities they serve, and to the generations who will carry this work forward. We give thanks to the ancestors, to the Elders and Knowledge Keepers whose teachings ground our standards, and to every helper whose journey reminds us why this work matters.

Welcome Message

We are pleased to present the 2025/2026 Annual Report of the Indigenous Certification Board of Canada. This has been a year of meaningful growth in our partnerships, our certifications, and our commitment to the community-based workers who carry this work forward every day.

NEW IN 2025/2026

Certified Indigenous Peer Support Worker
(CIPSW)

Placing Indigenous cultural knowledge and lived experience in recovery at the centre of peer support. Cultural competency is foundational, not supplementary.

This year also marks the formalization of our partnership with First Peoples Wellness Circle through a Memorandum of Understanding — a relationship rooted in shared values and a shared vision for Indigenous wellness.

We honour and give thanks to Marlene Swears, who served as a dedicated member of the ICBOC Board of Directors. Her years of commitment to our governance and to the communities this work serves leave a meaningful mark on our organization. We wish her well as she walks forward into her next chapter.

Our team operates from a dedicated office space in Kanehsatà:ke, Québec, with staff working on-site full-time until mid-June 2025, when a staff member went on extended sick leave. Since then, the Acting Pre-Assessment Administration Officer has maintained a regular on-site presence two days per week, carrying forward the day-to-day work of ICBOC with dedication and commitment.

The office continues to serve as the organizational home base for administration, certification processing, and member services.

The ICBOC Team

Our Year at a Glance



Mission

To support and validate helpers' knowledge, skills and competencies that affirm traditional Indigenous cultures and healing practices leading to a compassionate holistic support system for healthy communities.

Vision

Building on the teachings of our Indigenous ancestors, communities have an abundance of recognized traditional knowledge, skills and competencies based on Indigenous worldview that supports and validates the Indigenous helpers who bring cultural richness for nation wellness and sustainability.

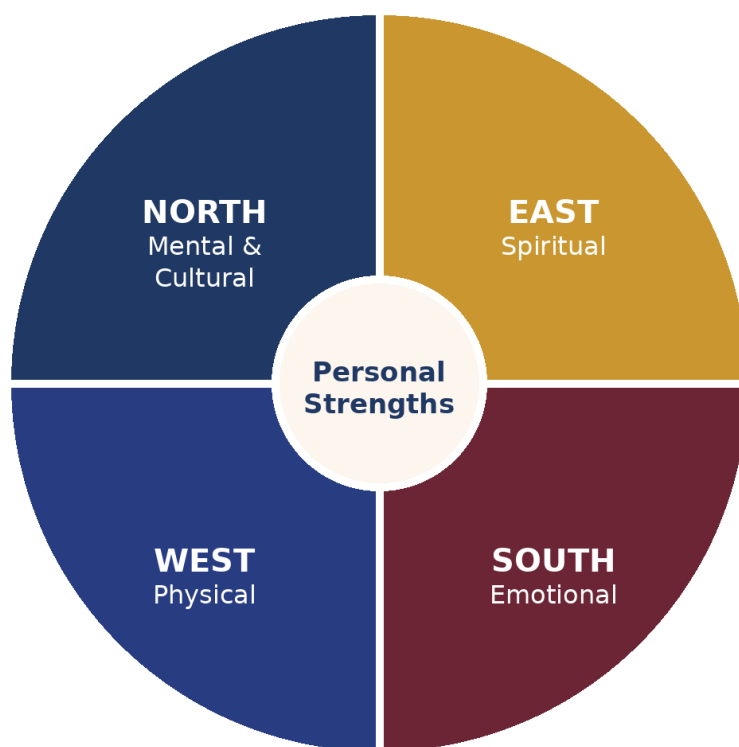
Mandate

The Indigenous Certification Board of Canada is the nationally designated agency responsible for providing recognized credentialing by way of professional certification, to Canada's Indigenous workers in the unregulated sector of the health and wellness fields. The ICBOC is administered by a Board of Directors, who serve without remuneration.

ICBOC is also tasked with providing professional accreditation services for courses, programs, training, and workshops that meet cultural competence standards. These standards are conceived, developed, delivered, and evaluated with input and guidance from First Nations, Inuit & Métis professionals from across Canada.



The Medicine Wheel in ICBOC's Approach



ICBOC's certification framework is grounded in the Medicine Wheel — honouring the spiritual, emotional, physical, and mental and cultural dimensions of each helper, with personal strengths at the centre.



Context for ICBOC’s Work Regarding Governance and Organizational Sustainability

ICBOC is a national organization guided by a sustainability strategy grounded in its acquired knowledge and wisdom. Its governance, organizational development, and long-term sustainability rely on the people, organizations, and institutions that believe in, support, and contribute to its vision, mission, and objectives.

Our Board of Directors

Name	Role
Keith Leclaire	Board President
Roy Thunder	Vice President
Wanda Smith	Board Treasurer
Jessica Stepp	Board Member
Gilbert Whiteduck	Board Member



ICBOC Board and Staff Retreat — February 23–24, 2026 (one and a half-day), Gatineau, QC

ICBOC Staff

Name	Role
Kelly Gabriel	Executive Director / Registrar / Accreditation Oversight
Tess Benedict	Executive Administrative Assistant / Accreditation Team member
Diane Gabriel	Bookkeeper
Crissann Thompson	Program Assistant / Acting Pre-Assessment Administration

2025/2026 marks a meaningful milestone in ICBOC’s organizational journey: both our Board of Directors and our staff team are now entirely Indigenous. We name this with pride and with gratitude to everyone — past and present — whose dedication built ICBOC into the national organization it is today. An Indigenous team deepens the lived experience, cultural knowledge, and community relationships we carry into our work, strengthening our accountability to the First Nations, Inuit, and Métis communities we serve across Canada. This is not a finished process — it is a living one. We continue to learn from one another, from our Elders and Knowledge Keepers, from our members, and from the communities whose workers carry certification as a mark of pride and professional commitment. We name this as a responsibility we hold with care.

“An Indigenous team deepens the knowledge and accountability we carry to the communities we serve. This is not a finished process — it is a living one.”

Our Funders

ICBOC's official partnership with Indigenous Services Canada (ISC) is founded on the services ICBOC provides toward ISC's strategic plan and the funding received for these services.

Our Partners & Network

ICBOC continues to strengthen partnerships with Indigenous organizations, government bodies, and educational institutions who share our vision.

In 2025/2026, ICBOC formalized a Memorandum of Understanding with First Peoples Wellness Circle (FPWC), a national Indigenous organization dedicated to mental wellness and healing across First Nations, Métis, and Inuit communities. This MOU reflects a shared commitment to ensuring that Indigenous workers are recognized, supported, and grounded in cultural knowledge and lived experience. ICBOC has accredited trainings offered by First Peoples Wellness Circle, and that relationship of mutual respect and shared purpose formed the foundation for this formal agreement. Together, ICBOC and FPWC are working to strengthen the national community of practice around Indigenous front-line workers, rooted in the understanding that healing happens in relationship.

"Together, ICBOC and First Peoples Wellness Circle are working to strengthen the national community of practice around Indigenous workers — rooted in the understanding that healing happens in relationship."

Organizational Development and Sustainability

Operational Plan

ICBOC operated under its approved two-year Operational Plan (2024–2026), submitted to Indigenous Services Canada in March 2024. The plan outlines six strategic priorities that guide all organizational activity: Governance and Organizational Development; Maintenance of Certified Membership; Development of Certified Membership; Accreditation of Training Programs; Communication; and Networking and Collaboration. In 2025–2026, ICBOC continued to work toward the goals established under each priority — maintaining certified membership, strengthening partner relationships, supporting bilingual service delivery, and pursuing additional funding to address longstanding resource constraints. Key milestones this year include the launch of the Certified Indigenous Peer Support Worker (CIPSW) certification and the signing of a Memorandum of Understanding with First Peoples Wellness Circle; both directly aligned with the plan's objectives around certification development and strategic partnerships.

Human Resources

An independent HR review was initiated in 2025/2026 through S.O.A.R. Solutions. The review is ongoing and outcomes, recommendations, and any resulting organizational changes will be reported in the 2026/2027 Annual Report.

Registered Charity Status

ICBOC's registered charity status has lapsed. Preliminary work has been done to assess the financial, documentation, and staffing requirements for reinstatement; however, due to current funding and capacity constraints, this remains on hold. Reinstating charitable status is a goal ICBOC intends to pursue when budget and staffing allow, as it would meaningfully expand our ability to receive private donations and access foundation-based funding in support of our national mandate.

Development and Launch of the Certified Indigenous Peer Support Worker (CIPSW)

In 2025/2026, ICBOC developed and launched the Certified Indigenous Peer Support Worker (CIPSW) — a certification in Canada that places Indigenous cultural knowledge and lived experience in recovery at the centre of peer support practice. ICBOC developed the certification standard and competency framework, drawing on established peer support training — including the Recovery Works program (Paul Laurie), an ICBOC-accredited training partner — for the peer support competency base, and adding foundational Indigenous cultural knowledge requirements that distinguish the credential. Consistent with ICBOC’s certification model, the CIPSW is provider-neutral: certification is based on a candidate’s demonstrated trainings and competencies rather than completion of any single course. Peer support skills may come from any provider; the CIPSW expects them practiced through an Indigenous lens — cultural identity, traditional healing wisdom, and community commitment.

The credential carries a French designation (Travailleur autochtone certifié de soutien par les pairs, TACSPP).

Maintaining Strong Governance

2025/2026 Board Meetings

The ICBOC Board of Directors held the following meetings and discussions during the 2025/2026 fiscal year:

Date	Meeting Type
June 18, 2025	ICBOC Virtual Board Meeting
September 17, 2025	ICBOC Virtual Board Meeting and AGA
November 17, 2025	ICBOC Virtual Board Meeting
December 15, 2025	ICBOC Virtual Board Meeting
January 22, 2026	ICBOC Virtual Board Meeting
March 19, 2026	ICBOC Virtual Board Meeting

Document Management & Records

- Maintained and updated ICBOC official organizational and legal documents in electronic form.
- Continued implementation of SharePoint filing system organized by year for all certifications, accreditations, and activity tracking sheets.
- Recorded and maintained accurate records related to Board Meetings and Annual General Assembly.
- Implemented Board resolutions as directed.



Context for ICBOC's Networking Activities

Outreach and Networking

In 2025–2026, ICBOC staff participated in several national and regional events to strengthen relationships, promote certifications, and represent the organization within the broader Indigenous wellness and healing sector. Most of these activities were carried out under the Conference and Promotion component of ICBOC's Trauma-Informed Health and Cultural Support Program (TIHCSP) funding agreement with Indigenous Services Canada. Two events — the July 16 certification presentation at Onen'to:kon Healing Lodge and the November 13 virtual presentation to Manitoba treatment centre directors — were carried out as part of ICBOC's core organizational activities at no project cost.

ICBOC continued to strengthen and rebuild relationships with key partners and stakeholders across Canada, promoting the value of our culture-based capacity development model and professional certification system to Indigenous peoples, employers, and other stakeholders.

May 6–7, 2025 — First Nations Health Managers Association Cancer Care Engagement Session, Winnipeg, MB The Executive Director attended the FNHMA Cancer Care Engagement Session in Winnipeg, representing ICBOC and contributing to national conversations on Indigenous health workforce development. This engagement supported ICBOC's longstanding relationship with FNHMA and reinforced the relevance of professional certification within the broader Indigenous health and wellness sector.

July 16, 2025 — CIAS IV Certification Presentation, Onen'to:kon Healing Lodge, Kanehsatà:ke, QC The Executive Director attended by invitation a formal certification presentation delivered by a CIAS IV candidate at Onen'to:kon Healing Lodge. While attendance at presentations is not required as part of the ICBOC assessment process, this invitation reflected the trust and relationship between ICBOC and the Healing Lodge community. The applicant successfully met all requirements and was awarded the CIAS IV certification.

July 23, 2025 — Thunderbird Partnership Foundation Annual General Meeting, Charlottetown, PEI The Executive Director attended the TPF AGM themed “Tending the Sacred Fire: A Commitment to Belonging,” strengthening ICBOC's partnership with Thunderbird Partnership Foundation and its presence within the national Indigenous wellness sector. ICBOC promotional materials were distributed to delegates in attendance.

October 28–30, 2025 — Ontario NNADAP Conference, Toronto, ON The Executive Director attended and delivered a presentation on ICBOC certifications and accreditation services.

November 3–6, 2025 — First Nations Health Managers Association Annual Conference The Executive Director attended on behalf of ICBOC, maintaining our longstanding partnership with FNHMA and promoting the ICBOC certification system to health managers and administrators across the country.

November 13, 2025 — Virtual Presentation to Manitoba Treatment Centre Directors The Executive Director delivered a virtual presentation to Manitoba treatment centre directors. The Board President also participated, reflecting the board's commitment to stakeholder engagement.

March 23, 2026 — National Indigenous Mental Wellness Workforce Association Consultation The Executive Director was consulted by Firelight Group, engaged by Thunderbird Partnership Foundation and First Peoples Wellness Circle, as part of the development of a roadmap for a potential National Indigenous Mental Wellness Workforce Association. ICBOC's experience as a national certification body for the Indigenous wellness workforce made this a natural and important conversation to be part of.

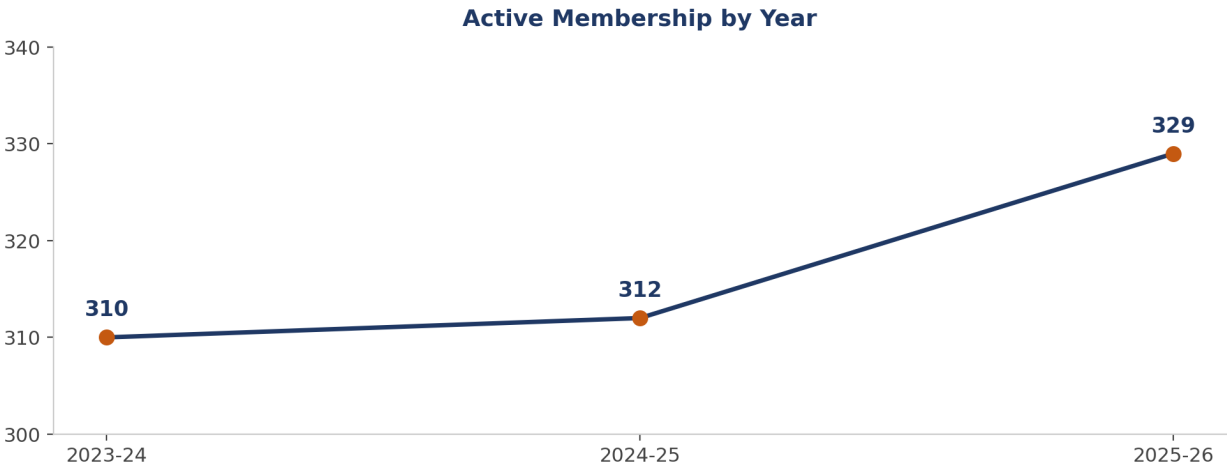
February 24–26, 2026 — National First Nations Substance Use Summit, Gatineau, QC ICBOC was proud to serve as a sponsor of the National First Nations Substance Use Summit, hosted by Thunderbird Partnership Foundation and the Youth Substance Addiction Committee. Staff represented ICBOC at the tradeshow, promoting certifications and connecting with wellness workers, health directors, and community partners from across the country. The ICBOC Board and Staff Retreat was held in Gatineau immediately prior to the summit, February 23–24, allowing the team to combine governance and outreach in a single trip.

March 26–27, 2026 — Manitoba Treatment Centre Executive Directors' NNADAP/NYSAP Gathering, Winnipeg, MB The Executive Director and Acting Pre-Assessment Administration Officer attended and delivered a presentation at the Manitoba Treatment Centre Executive Directors' NNADAP/NYSAP Gathering, held at the Winnipeg Airport Suites Hotel. The gathering brought together NNADAP and NYSAP-funded workers and program directors from First Nation communities and Tribal Councils across Manitoba. ICBOC's presence at this gathering reinforced its commitment to the NNADAP workforce and the role of professional certification in supporting addiction and mental wellness workers on the front lines.

Context for ICBOC Certification and Certification Maintenance Work

Active Membership — 2023–2026

Active membership under the current team has grown steadily, from 310 certified members in 2023–2024 to 329 as of March 31, 2026:



Data reflects fiscal years 2023–2024 to 2025–2026, reflecting the current team's tenure following organizational transition.

Membership Maintenance and the Renewal Reminder System

Maintaining our certified membership is, and will continue to be, a crucial factor in furthering ICBOC’s reputation, reach, and long-term sustainability. A significant portion of ICBOC staff time is dedicated each year to ensuring that existing members are supported to renew their certifications in a timely way.

ICBOC’s renewal reminder system is built on the understanding that it is just as important to support existing members as it is to welcome new ones. Under normal operations, members are contacted one month before their certification expires and again when it becomes due, with staff following up individually with those whose renewals are pending or late — taking the time to understand the reasons behind a lapse and walking alongside the helper to find a path back. Due to a staff member being on extended leave during the 2025–2026 fiscal year, the reminder system was not fully operational. This had a direct impact on renewal rates and is reflected in the year-to-date membership numbers. Restoring this system to full capacity is a priority as staffing stabilizes.

Members whose certifications have lapsed also have the opportunity to reactivate their archived certification, provided they can demonstrate training completed during the period of lapse. This pathway honours the continued learning of helpers even during gaps in formal certification — recognizing that growth in this field is not always measured in classroom hours alone.

139 Applications Processed	55 New Certified Members	329 Total Active Members	5.4% Membership Growth
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Certifications Processed in 2025/2026

In the fiscal year 2025–2026, the ICBOC office processed **139 certifications**. The breakdown by application type is as follows:

Type of Application	Certifications
New certifications	55
Recertifications	54
Recertifications with upgrade	20
Reactivations	6
Upgrades	3
Equivalency	1
TOTAL	139

Note: Recertifications include 20 upgrades granted as part of the recertification process.

Certifications by Province/Territory

The following table shows certifications processed in each province and territory for 2025/2026:

Province / Territory	Certifications
Ontario (ON)	42
Manitoba (MB)	39
Saskatchewan (SK)	22
Quebec (QC)	18
British Columbia (BC)	8
Newfoundland & Labrador (NL)	4
Alberta (AB)	3
New Brunswick (NB)	1
Northwest Territories (NT)	1
Nova Scotia (NS)	1
TOTAL	139

Levels of Certification — 2025/2026

The following table shows the breakdown of certification levels processed in 2025/2026:

Certification Level	Certifications
CIAS III	49
CIWAW	24
CIAS I	14
CIARAS	14
CICSAW	13
CIAS II	9
CITLAS	4
CIAPS I	2
CICSA	2
CIAS IV COD	2
CICSW I	2
Instructor	2
CIAPW	1
CICSW II	1
TOTAL	139

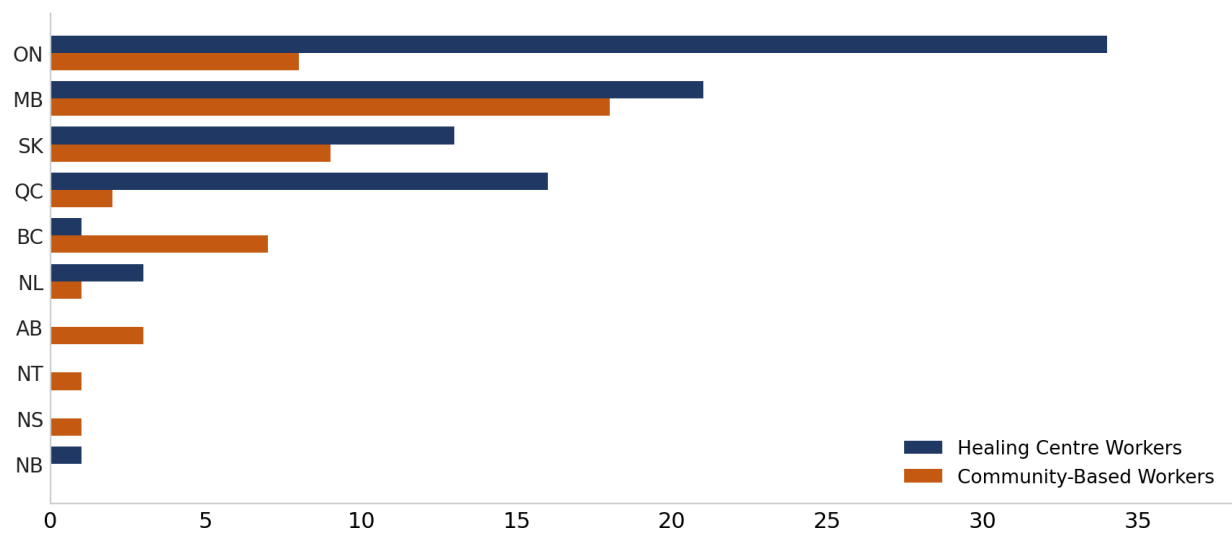
Community, Healing Centre & Instructors by Province/Territory — 2025/2026

The following reflects the breakdown of work setting by province and territory for certifications processed in 2025/2026:

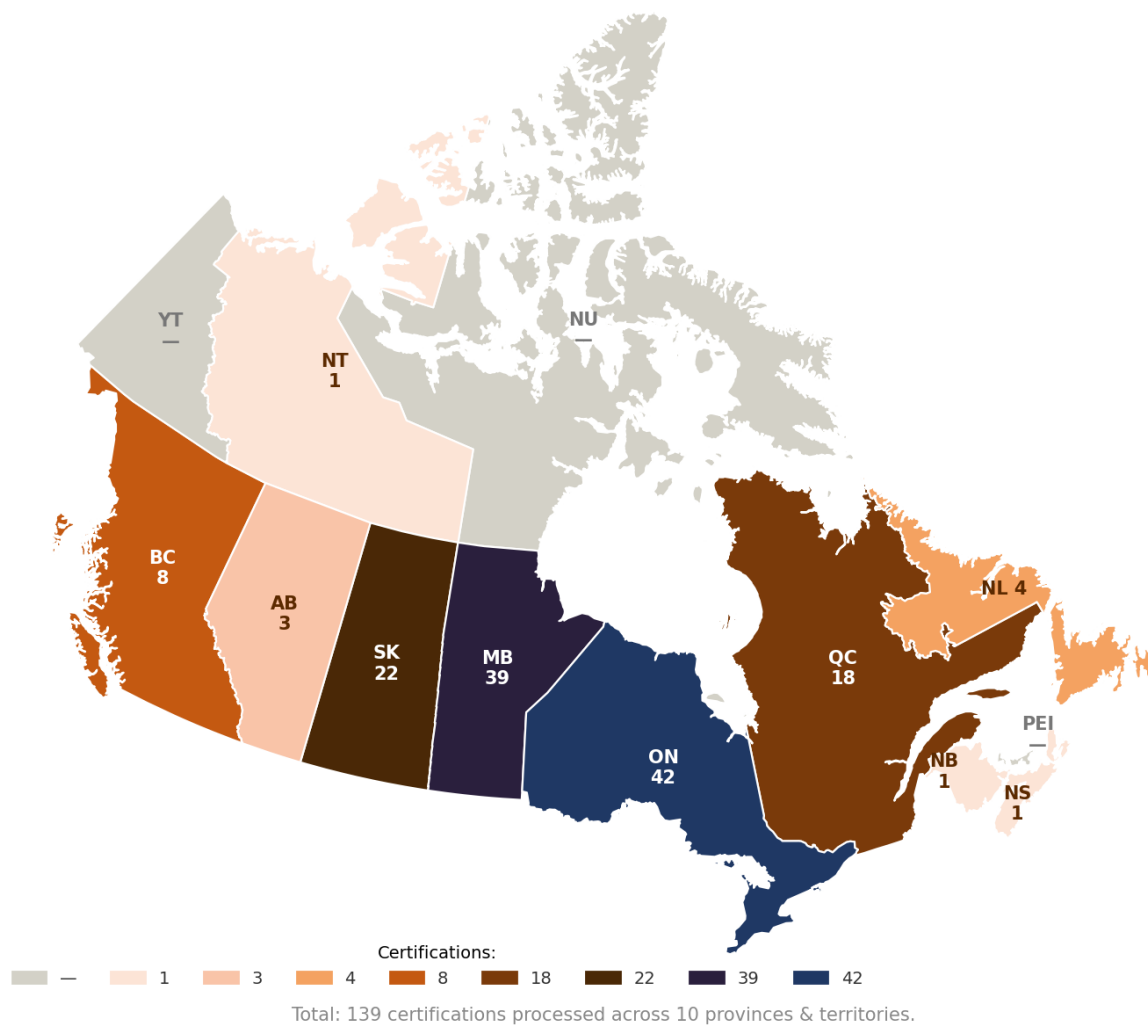
Province / Territory	Healing Centre Workers	Community Workers	Total
Alberta (AB)	—	3	3
British Columbia (BC)	1	7	8
Manitoba (MB)	21	18	39
New Brunswick (NB)	1	—	1
Newfoundland & Labrador (NL)	3	1	4
Nova Scotia (NS)	—	1	1
Northwest Territories (NT)	—	1	1
Ontario (ON)	34	8	42
Quebec (QC)	16	2	18
Saskatchewan (SK)	13	9	22
TOTAL	89	50	139

Note: Dashes (—) indicate zero certifications in that category. Data reflects final year-end certifications processed in fiscal year 2025/2026.

Certifications by Province & Work Setting — 2025/2026



Certifications Processed by Province/Territory — 2025/2026



New, Renewed and Upgraded Certifications by Province — 2025/2026

The following table shows the breakdown of certification application types by province and territory for 2025/2026. Ontario leads in total volume, with Manitoba second. Saskatchewan shows a notably high proportion of new certifications, reflecting growth in that region.

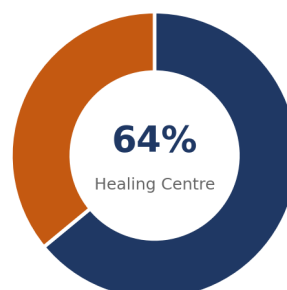
Province	New	Recert	Recert/Upgrade	Upgrade	Reactivation	Equiv.	Total
Ontario (ON)	14	20	4	1	3	—	42
Manitoba (MB)	12	18	7	1	1	—	39
Saskatchewan (SK)	18	3	—	—	1	—	22
Quebec (QC)	5	5	8	—	—	—	18
British Columbia (BC)	2	5	—	1	—	—	8
Newfoundland & Labrador (NL)	1	1	1	—	—	1	4
Alberta (AB)	2	1	—	—	—	—	3
New Brunswick (NB)	—	1	—	—	—	—	1
Northwest Territories (NT)	1	—	—	—	—	—	1
Nova Scotia (NS)	—	—	—	—	1	—	1
TOTAL	55	54	20	3	6	1	139

Certifications by Work Setting — 2025/2026

Of the 139 certifications processed in 2025/2026, the majority of ICBOC-certified helpers work in healing centres. The following reflects the overall work setting distribution across all certifications this year.

Certifications by Work Setting — 2025/2026

Work Setting	Count	% of Total
Healing Centre Workers	89	64.0%
Community-Based Workers	50	36.0%
TOTAL	139	100%



■ Healing Centre Workers — 89
■ Community-Based Workers — 50

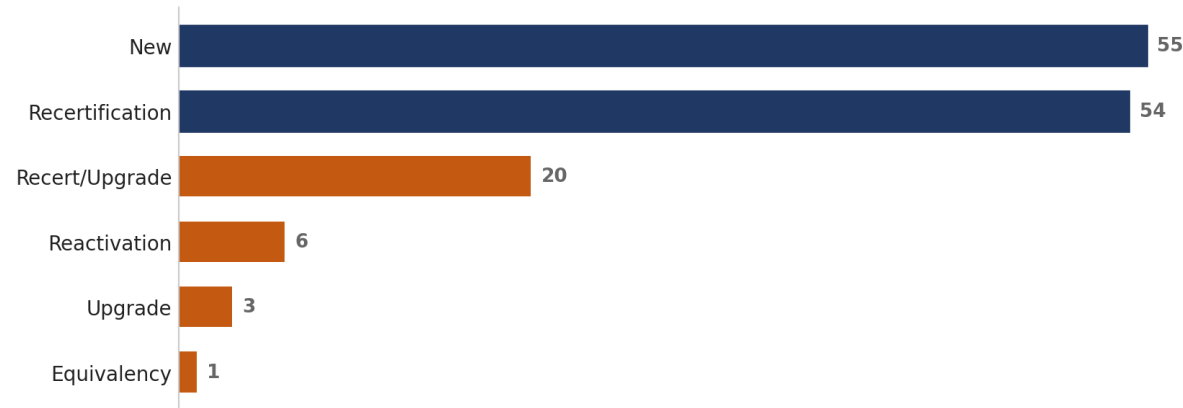
Total Active Membership — 2025/2026

The certifications processed in 2025/2026 reflect one year of activity — new certifications, renewals, upgrades, and reactivations handled by ICBOC staff during the fiscal year. Separate from this, ICBOC maintains a full registry of all currently certified members across all years. As of March 31, 2026, ICBOC's total active membership stands at **329 certified members**, broken down as follows:

Member Category	Count	% of Total
Addiction / Community and Healing Lodge Workers	315	95.7%
ICBOC Program Instructors	8	2.4%
Community Support Workers	6	1.8%
TOTAL ACTIVE MEMBERS	329	100%

Note: Addiction / Community and Healing Lodge Workers include all ICBOC-certified helpers working in treatment centres, healing lodges, and community-based settings. The community vs. healing lodge split within this category will be reported in the 2026/2027 annual report following full reconciliation of member files in SharePoint.

Certifications by Application Type — 2025/2026



Encouraging Members for Higher Levels of Certification

ICBOC continues to provide guidance to first-time applicants, existing members, supervisors, and training managers regarding the certification type or level best suited to their situation. We actively encourage these enquiries, as they save time for both parties and avoid the need to rectify situations caused by misunderstandings.

Vertical and Horizontal Laddering

ICBOC's certification system is built on a laddering structure that reflects how community-based helpers grow and deepen their practice over time. Vertical laddering rewards the pursuit of professional development: a basic worker-level certification is offered for all credential types, and all certified members can ladder up to higher levels as their knowledge, skills, and lived experience grow. Certification upgrades are granted when a member accumulates a minimum of 200 training hours since their last certification or recertification and meets the work experience standard for the higher level being sought — recognizing that learning happens in many forms, including on the land, in ceremony, and through Elder teachings.

Horizontal laddering supports helpers who move into different roles within the wellness and healing sector. When a community-based worker transitions to a new position, their accumulated training and experience is carried with them — no one starts from scratch. This approach honours the full journey a helper has walked and ensures that the knowledge they have gathered in service to their community continues to be recognized.

The introduction of the Certified Indigenous Peer Support Worker (CIPSW) this year reflects this same philosophy. The CIPSW sits within ICBOC's laddering system, creating a pathway for peer support workers to have their lived experience in recovery and cultural knowledge formally recognized — and to continue growing from that foundation toward higher levels of certification.

Accreditation of Educational Programs and Professional Trainings

The following accreditations occurred from April 1, 2025, to March 31, 2026:

Our Accreditation Approach

ICBOC's accreditation process recognizes that training for Indigenous wellness workers spans both culturally grounded programming and professional skill development. Where training integrates Indigenous culture, it strengthens the socio-emotional well-being of helpers in terms of their sense of identity, self-esteem, and connection to community — deepening their capacity to serve.

Programs seeking accreditation are evaluated against ICBOC's certification standards and assessed across four interconnected areas: the planning and development process (evidence of Indigenous input, Elder involvement, and community participation in the design of training); the delivery process (cultural competence of facilitators, use of cultural protocols, and a culturally safe learning environment); the evaluation process (meaningful involvement of participants and community in assessing outcomes); and alignment of values and principles (the degree to which the training provider's organizational values reflect ICBOC's mission and the realities of Indigenous workers and the communities they serve). Cultural competence is not treated as an add-on — it is the foundation against which all elements are assessed.

Accreditation through ICBOC signals to learners, employers, and communities that a training program meets the highest standards of cultural competence — not as an add-on, but as the foundation of everything delivered. The following table reflects accreditations completed in 2025/2026:

Institution / Organization	Program / Training	Accredited
Formativelabz Learning & Research Academy	Roots to Resilience: Indigenous Skills, Wellness & Workforce Readiness Program	Accredited August 7, 2025
Dreamcatcher Holistic Health Services Inc.	Mental Health Responder Certification	Accredited September 18, 2025
Yellowquill University College	First Nations Addictions and Mental Health Diploma	Accredited Conditional October 24, 2025
S.O.A.R.S.	Bias, Neurodiversity and Addictions: Understanding the Connections	Accredited October 28, 2025
Paul Laurie	Recovery Works Peer Support Program	Accredited January 8, 2026
First Peoples Wellness Circle (FPWC)	Workshop – Nurturing our Bundles Series: The Power of Prayer & Sacred Connection with Standing Bear Wayne Snellgrove	Accredited February 6, 2026

	Workshop – The Power of Belonging, Inviting in Our Kin	Accredited March 4, 2026
One-Time Conference or Training Accreditation		
Canadian Centre on Substance Use and Addiction	Issues of Substance Conference, November 17, 18 and 19, 2025, Halifax, Nova Scotia	Accredited September 9, 2025
Native Horizons Treatment Center	2025 NNADAP Conference – Shared Wisdom: A Gathering for Growth, Toronto, Ontario	Accredited October 14, 2025
Dilico Anishinabek Family Care	NNADAP Honouring the Bundle, Thunder Bay, Ontario	Accredited December 10, 2025

Special Project Funds and Activities

IRS RHSP Trauma-Informed Health and Cultural Support Program

This project, approved at \$300,000 per year for two years, continues into fiscal year 2025/2026. Activities include capacity development of certified members, accreditation promotion, issuance of member identification cards, and training sponsorships. To support uptake of the newly launched Certified Indigenous Peer Support Worker (CIPSW), ICBOC is offering to cover certification training tuition for candidates pursuing the Recovery Works peer support program toward CIPSW certification, funded through the TIHCSP for the duration of available project funds. This investment reflects ICBOC's commitment to reducing financial barriers for Indigenous wellness workers seeking professional recognition.

In Year 2 of the TIHCSP funding agreement, ICBOC continued to deliver on its capacity development mandate by sponsoring members in professional training programs and supporting conference attendance for Indigenous wellness workers and health managers across Canada. The following activities were carried out under the Training Sponsorship and Conference Support components of the project. In support of national outreach activities, ICBOC purchased promotional materials and a display for distribution at events throughout the fiscal year. ICBOC also contracted Nish Media (Sonia Bonspille Boileau, Producer) to produce a promotional video showcasing the certification program and its impact on Indigenous wellness workers and communities. Production was initiated in 2025/2026 and will be completed in 2026/2027, and the video will support outreach, recruitment, and national awareness of ICBOC certifications.

Training Sponsorships — 2025/2026

Program	Provider	# Sponsored
Certified First Nations Health Managers Program (CFNHMP)	First Nations Health Managers Association (FNHMA)	2
Certified Aboriginal Professional Administrator (CAPA)	AFOA Canada	1
Indigenous Land-Based Counsellor (ILBC) Certificate Program	Gwekwaadziwin Miikan	1
Professional Addiction Studies Diploma (two courses)	McMaster University	1
Mental Health Counselling Skills Self-Guided Certificate Program	CTRI Achieve	1

Training sponsorships were awarded to support Indigenous wellness workers and health managers pursuing professional development aligned with ICBOC’s certification mandate. The **Certified First Nations Health Managers Program (CFNHMP)**, delivered by the First Nations Health Managers Association (FNHMA), is a nationally recognized management credential for First Nations health administrators. Two participants were sponsored to complete coursework toward this credential. Through ICBOC’s partnership with FNHMA, members who complete all CFNHMP courses may also apply this training toward the Certified Indigenous Team Leader in Addictions (CITLAS) certification with ICBOC, supporting those who wish to combine health management credentials with their addictions leadership pathway. The **Certified Aboriginal Professional Administrator (CAPA)** program through AFOA Canada develops financial and management competencies for Indigenous administrators. The **Indigenous Land-Based Counsellor (ILBC) Certificate Program**, delivered by Gwekwaadziwin Miikan, is an innovative program that weaves Indigenous traditional healing knowledge and land-based practices with clinical mental health and addictions approaches. The curriculum includes a prerequisite course on Indigenous perspectives on concurrent disorders, six online program bundles covering land-based helping, cultural teachings, trauma-informed care, organizational healing, and personal wellness, as well as in-person land-based electives. The **Professional Addiction Studies Diploma** through McMaster University supported one participant in two courses toward the diploma. The **Mental Health Counselling Skills Self-Guided Certificate Program** through CTRI Achieve supported participants in deepening their formal knowledge in addictions and mental health counselling practice respectively. All sponsored training directly supports the professional development of ICBOC-certified or certification-eligible workers, strengthening the capacity of the front-line Indigenous wellness workforce.

Conference Support — 2025/2026

Event	Location	# Supported
FNHMA Annual Conference 2025	Montreal, QC	3
National First Nations Substance Use Summit	Gatineau, QC	1

The FNHMA 13th Annual National Conference in Montréal (November 4–6, 2025) offered plenary sessions, concurrent workshops, and networking with over 600 delegates from across the Indigenous health sector. Three members were supported to attend, strengthening their connections within the broader Indigenous health management community. One certified member was also sponsored to attend the National First Nations Substance Use Summit in Gatineau (February 24–26, 2026), hosted by Thunderbird Partnership Foundation and YSAC.

ICBOC also developed its 2025/2026 Accreditation Directory, a national reference for Indigenous wellness programs and employers seeking accredited training providers. The directory is being finalized for distribution to organizations across Canada.

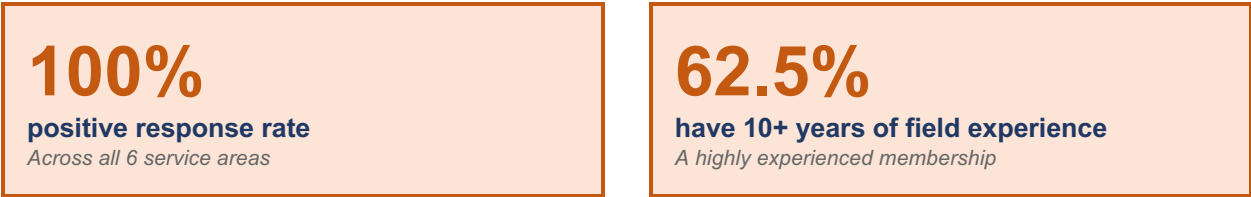
ISC Supplementary Funding (\$50,000/year)

This project continues to enable ICBOC to pursue activities and expenses not covered by core funding, including conference attendance, professional development, policy review, and French-language translation of the website and membership documents.

Communication

Member Satisfaction Survey

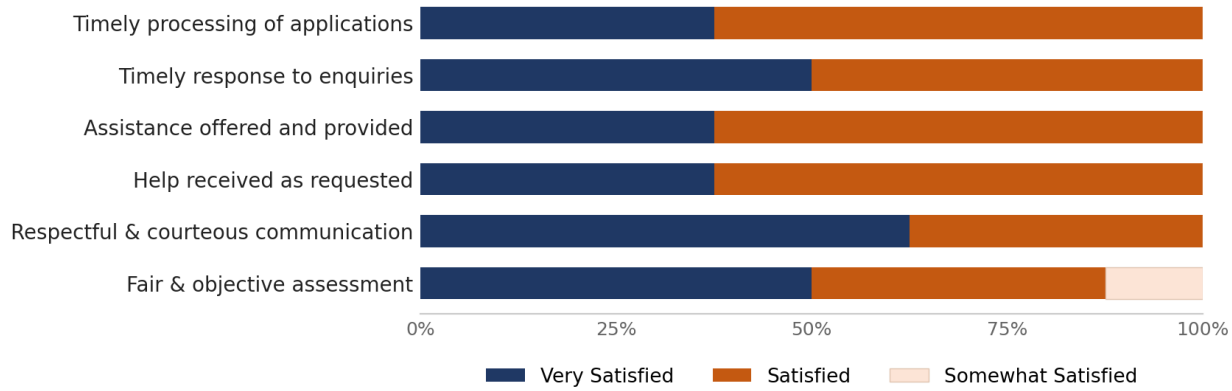
ICBOC conducted its 2026 Stakeholder Satisfaction Survey to gather feedback from certified members on the quality and responsiveness of our services. A total of 8 members responded. Results reflect a high level of satisfaction across all service areas — no respondents indicated dissatisfaction in any category.



2026 Service Delivery Results

Respondents rated ICBOC on six service dimensions. All six received a 100% positive response rate.

Service Delivery — 100% positive across all six areas



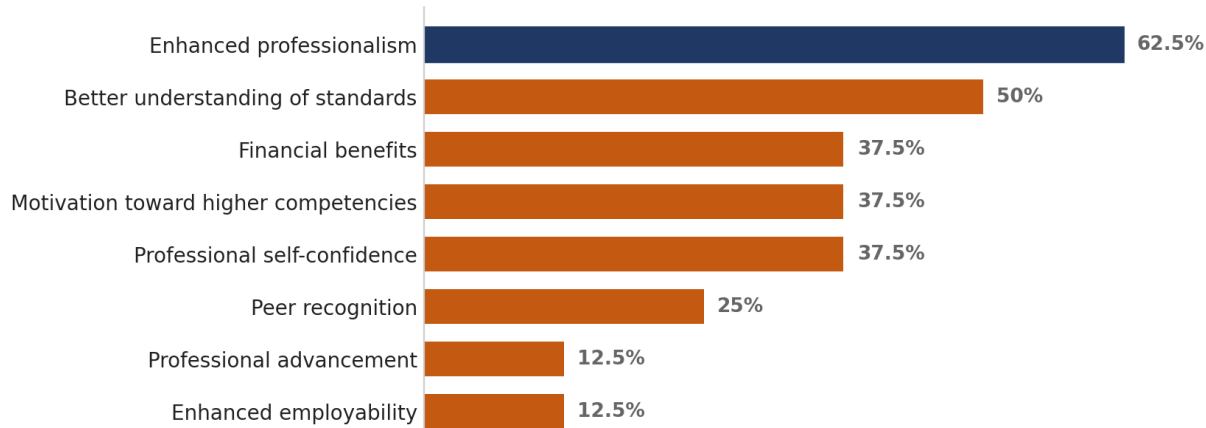
* 12.5% of respondents selected Somewhat Satisfied on this question; all remaining respondents were Satisfied or Very Satisfied.

Benefits of Certification

Members identified the following benefits from holding an ICBOC certification:

Respondents were able to select multiple benefits. Total responses may exceed 100%.

Benefits members gain from certification

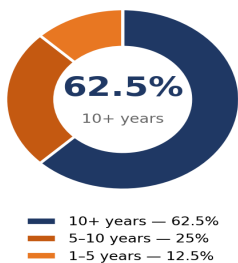


Respondents could select multiple benefits.

Member Experience

Survey respondents represent a highly experienced workforce — 62.5% have worked in the field for more than 10 years, 25% for more than 5 years, and 12.5% for 1–5 years. No respondents had less than one year of experience, reflecting that ICBOC's certified membership is anchored in seasoned, dedicated community-based workers.

Years of field experience



"100% of survey respondents reported a positive experience across all six service areas. ICBOC's certified membership is anchored in seasoned, dedicated community-based workers — 62.5% with more than 10 years of field experience."

Overall, the 2026 survey results affirm that ICBOC continues to deliver responsive, respectful, and culturally grounded certification services to its membership across Canada.

Critical Need for Additional Financial Support

To meet the escalating demand for certification and accreditation services, ICBOC continues to require additional financial support from Indigenous Services Canada. Without increased funding, the organization remains limited in its capacity to expand services, onboard additional staff, and build the robust infrastructure needed to fulfill its national mandate.

The Ongoing Impact of limited funding

ICBOC has responded to longstanding funding constraints not by scaling back, but by finding ways to do more with less — diverting revenue raised from certifications and accreditations into basic operational costs that should be covered by core funding. Core funding has not kept pace with the cost of living, and staff compensation has not advanced year over year as it should. This places an unsustainable burden on a small team who are deeply committed to this work and leaves no reserve for program development or organizational growth.

What Is Needed

ICBOC is seeking renewed and sustained investment from Indigenous Services Canada that provides financial security, acknowledges the real costs of running a national certification body, and enables longer-term planning — investment that would allow ICBOC to restore lost capacity, grow its programs and services, and continue to meet the needs of Indigenous wellness workers and the communities they serve.

ICBOC has demonstrated, year after year and with very limited resources, the ability to grow its membership, expand its certification portfolio, and serve Indigenous community-based helpers across the country with excellence. The communities we serve deserve an organization that is fully resourced to meet their needs. We ask that ISC's ongoing investment reflect the value of this work.

ISC Meetings and Program Reporting

The Executive Director met with Indigenous Services Canada representatives on four occasions during the 2025/2026 fiscal year to provide program updates and discuss ICBOC's activities and funding: October 30, 2025; December 8, 2025; January 16, 2026; and March 20, 2026.

We plant seeds here that we may not see fully grow. But we plant them with intention — knowing that the helpers we certify today are walking alongside community members who will recover, who will heal, who will become the supporters and Elders of tomorrow. ICBOC exists in that relationship. The work we do is not simply transactional; it is relational, reciprocal, and rooted in responsibility to the communities and the generations that come after us. We are grateful for every helper who has trusted us to recognize their knowledge, their experience, and their commitment to this path. That trust is what calls us forward.

"We plant seeds here that we may not see fully grow. But we plant them with intention — knowing that the helpers we certify today are walking alongside community members who will recover, who will heal, who will become the supporters and Elders of tomorrow."

This report marks the end of the activities pursued in the year 2025/2026.

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