



2022 - 2023

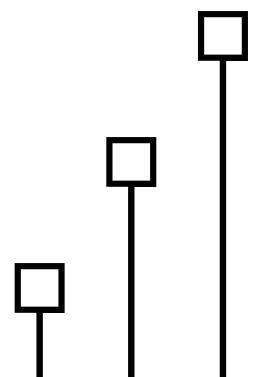
Project Outline

Men of the North Inc.



What's Inside?...

- Executive Message • 2
- Governance • 3
- Board of Directors • 4
- Problem to Address • 5
- Culture • 7
- Recreation • 8
- Partners • 14



ANNUAL BOARD CHAIR REPORT

2022

What a world we live in! Since the advent of the Covid-19 Pandemic, our world has shifted greatly. We have experienced more tumultuous and difficult days than any our current generation has really experienced, and here in Northern Saskatchewan there always seems to be more work to be done.

The vision and drive behind Men of the North is one I am privileged to be a part of. I long to see a day when the supports are available to help all Men become healthy mentally, physically, emotionally, and spiritually. The issues of addiction and mental health for men are at a crisis level, and we as an organization desire to see more opportunities created to help Men to create and sustain lives will lived. The past year has seen a great amount of behind-the-scenes work accomplished by the board of MOTN.

Here are some of the highlights from this year:

A) The addition of a helpful Bookkeeper who has led the charge in reorganizing and constituting a healthy financial process of reporting and accountability.

B) The change of one of our board members. We offer thanks to Cathy Wheaton for her service to MOTN and appreciate the help of all those who have assisted us on the board in the past.

C) The solidifying of our program to help create a sustainable example of Men's Mental Health Support groups that might be replicated in other communities across Northern Saskatchewan and beyond.

D) The commitment to establishing better policies and procedures for the organization to ensure the sustainability of the organization and position us for growth as we move forward.

I anticipate great things for Men of the North in the year to come. I am incredibly excited for what comes next, and will ensure that we maintain this organization with integrity, with openness, with hope for the future and with vision that allows us to grow to impact many other men in many other communities.

Jacob Kokura, Board Chair, MOTN

"You are NOT alone!"

2022 Christopher Merasty

President
&
Founder

MEN OF THE NORTH INC.



If I had to summarize this past year, I would say this: Amid the COVID-19 pandemic, our leadership stepped up and sacrificed together to protect the members of Men of the North and to ensure its continuation. I could not be more proud of the work of our dedicated board, leadership and members who reimaged processes and embraced the best practices to ensure the health, safety, and our success throughout the year. And I could not be more grateful to our bookkeeper for the steady stewardship and support.

Success is never final. There is no question that through higher education, training, and continued practices. Along with the support of our mental health care providers, we are constantly changing and adapting towards further growth and development. Throughout the whole world, this pandemic has intersected and shed light on the crises that accelerate the change needed in our communities far and wide.

The exciting aspect about our weekly workshops and the transformation it provides is a once-in-a-generation opportunity to build a better normal. We owe it to those who have suffered, and to those on whose legacy our success has been built, to learn and apply the many lessons of this watershed time in our human history.

Within this report, we highlight what building a better normal looks like here at Men of the North—a place where we do not flinch in times of hardship. We emerge from this year determined to drive positive healthy changes we would like to see in our community. We are working together to deliver what our members and their families expect and deserve, to create and share actionable knowledge, to care for our members, their families and our communities, and to decisively find solutions to many of the world's problems. We are here to strengthen the men in our community today, for a stronger tomorrow.

A handwritten signature in blue ink that reads 'Christopher Merasty'. The signature is stylized and fluid.

Governance

Our mission:

To provide opportunities that help and encourage men to seek lasting positive mental, physical, emotional and spiritual well-being. We wish to foster an environment that promotes health, recovery, and rehabilitation.

Our Vision:

Realizing the full potential of men working together to leave a lasting positive legacy, healthier families and stronger communities.

Our Values:

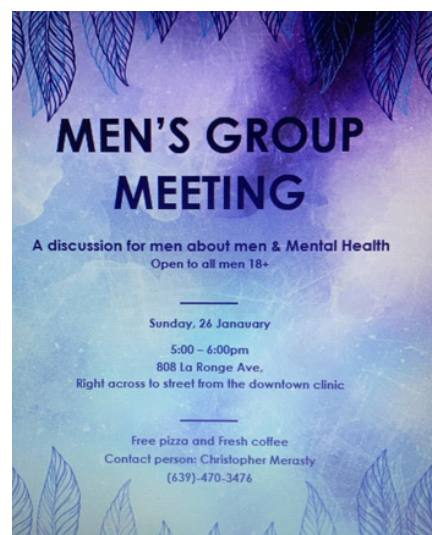
MOTN is an aspirational goal that will offer opportunities to our members in healing and self-development, holding these values to the utmost importance.

- **Integrity** - Increasing the integrity, trust, competence, and honesty within the individual.
- **Responsibilities** - Accepts the responsibility of emotions, thoughts and actions.
- **Quality** - Delivering high quality of services and programming.
- **Communication** - Can speak ones own truth even through tough situations.
- **Community** - Help with community engagements and/or Men of the North engagement initiatives.

Introduction

Founded January 26th, 2020, to help & support through life's challenges and struggles, that some men encounter from time to time.

Fundamental basis of our program is to have all members collaborate on a vision that is noble and worthy. Helping men to become self-aware, self-compassion, and become self-forgiving to further obtain their self-respect. So that they will become better communicators in helping to get their lives together and shouldering the responsibilities of the world, in a manner that is good for them, good for their families, and good for their communities.



Key Personnel

Who is on our team?

Our team is made up of volunteers from various academic backgrounds, certified training, and community building capacity, including Mental Health, CCER (community crisis emergency response, Suicide intervention & prevention.

Our Board of Directors

Chairperson - Jacob Kokura

Director - Hillary Cook

President - Christopher Merasty

Leaders

Matthew Maurer

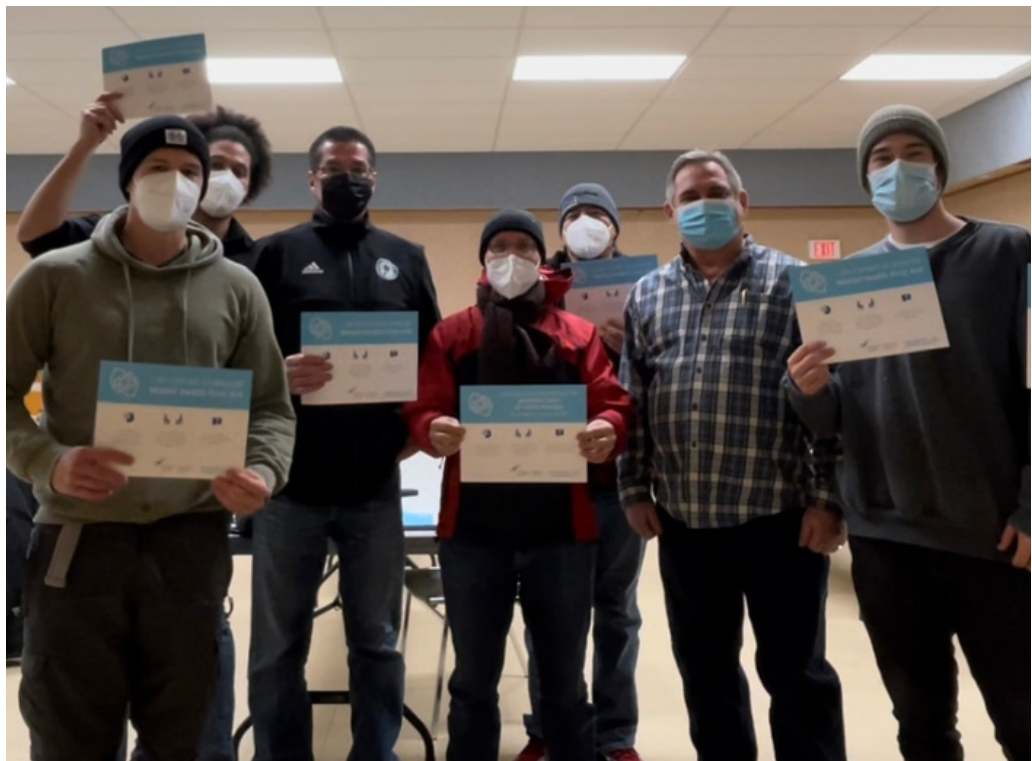
Nory Lamouni

Daniel Despins

Doug Kinar

Mancil Bell

Each leader brings a unique style that depends on their level of experience, their personal history and even their cultural background.



Vision for Key Personnel

Developing a leadership training module that is worked into the mission & vision. Assessing the skills needed, the best use, practices and/or other training requirements so the leadership group understands confident in their role and how to perform them successfully.

- By having complete information on our website about what our leadership does, how much of a time commitment each leadership role is, and continuous encouragement.
- By having a variety of volunteering roles, some short-term, some long-term, some for groups, some for individuals.
- Completing a module program, that will build the confidence of each leader.

Recruiting leaders is not an easy task. Replying to them quickly, getting them screened, vetted, oriented and trained - that's much harder, but well worth it.

Problems to be Addressed

Creating needs for men to heal from the past traumas of intergenerational abuse and neglect towards men's wellness in our communities, this work is very important and is long overdue. Which has led us to our mission & vision in creating change for men's health and well-being.

Burning off the deadwood, by Getting men into the conversation is often challenging. Men have been brainwashed to avoid communicating anything vulnerable from the day they were born. They had the principles of toxic masculinity beaten into them. Men feel that they need to be tough and fear the thought of being seen as weak – especially in front of other males. we offer a safe place for men in helping them to elevate their aim by helping to burn off the deadwood little by little. deciding to let go of things that might be weighing someone down from moving forward and becoming that healthy positive role model for their family and their community.



Goals/Objectives

- **MEN OF THE NORTH support group INC.** is a safe space for men to create a uniquely authentic connection and conversations with other men.
- **MEN OF THE NORTH** explore what it means to be a man and what masculine essence is: to clarify your direction and purpose; to give your gifts fully to the world; to have integrity, to know what commitment is and to be trustworthy; to be clear and grounded; to be strong and consistent; to be whole; and to be aligned and at peace, inwardly and outwardly.
- **MEN OF THE NORTH** is for men who want to be challenged and want to challenge each other in being the greatest men they can be.
- **MEN OF THE NORTH** is not always a comfortable or easy space to be in, but in working through that discomfort together as a group, the impact and effect can and will be transformational.
- **MEN OF THE NORTH** members hold each other accountable to live a life at the fullest; this means being committed to a fulfilled life consistent with your unique purpose and being supported and held accountable for what it takes to live that life.
- **MEN OF THE NORTH** achieve this through regular meetings of authentic sharing, feedback, and physical and spiritual practices. This all takes place in a confidential environment where it is safe to share and express freely and openly.
- **MEN OF THE NORTH** respect and honors each other as a whole and complete men who make mistakes. Men need support in error-correcting without shutting down, hurting themselves or hurting others.
- A context for social interaction and deep, authentic friendship often arises from the **MEN OF THE NORTH INC.**

Because Men:

Constitute **76%** of suicides

Constitute **85%** of homelessness

Are the victims of **70%** of homicides

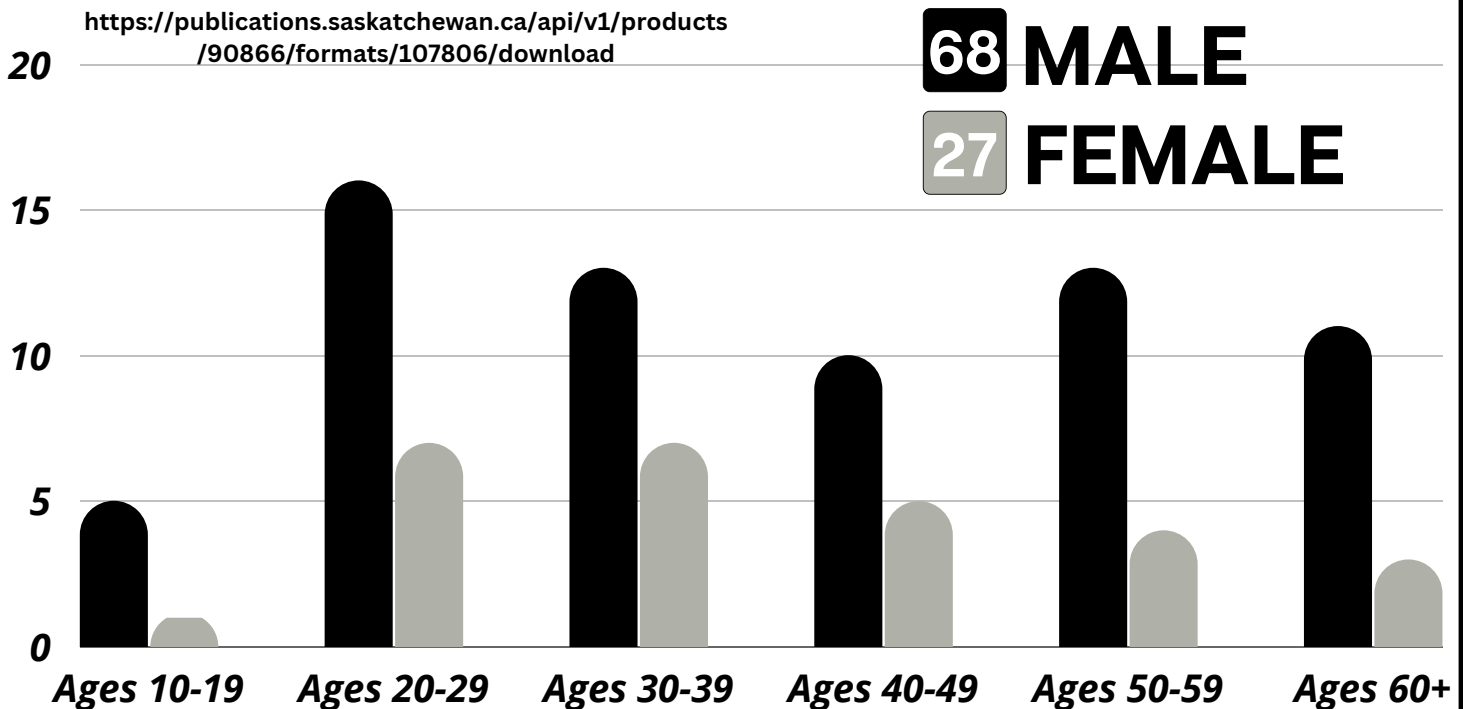
Are victims of **40%** of domestic abuse

Are victims of **MOST** violent crimes

Serve **64%** longer prison sentences

Are **92%** of deaths in the workplace

Suicides by Sex and Age Group, Saskatchewan 2022



SCOPE OF WORK

This project entails research, surveys, leadership recruitment, training and raising of funds.

Men of the North Inc. program is a unique and distinct program, in that it offers men encouragement to heal, system of supports, guidance, and sharing of wisdom in all areas of the physical, mental, emotional and spiritual aspects of life.

Our target age group is men 18 & up, today in our communities there is a lack of male role models. At our prevention workshops men are allowed to share their experiences and strengths. With the assistance of professional support, trained leadership and continuous practice.

Through Men of the North, we want to offer men in our community and across Saskatchewan healthy opportunities and services, who voluntarily want to better themselves.

We have a framework to share with our members At Men of the North, we want to share our experiences with each other. Below is a list of programming already initiated and/or looking to be initiated and our team is confident that we can assist in lowering the rates of all abuse in our communities. This initiative will also ease the stresses on our governments through many different facets. Ultimately, increasing the quality of life for families & communities.

- **Weekly/Daily Support Meetings**
- **Nutrition Program**
- **Parental Programming for Fathers**
- **Employment & Training Support**
- **Youth Mentoring**
- **Elder Supports**
- **Land Based Healing**
- **Language and Cultural Teaching**
- **Inmate Community Reintegration**
- **Online Networks/Social Media Groups**



CULTURE



Land Base

Land-based learning typically uses a collective wisdom, environmentally-focused approach to education by first recognizing the deep, physical, mental, and spiritual connection to the land that is a part of indigenous cultures. Each land based learning, teachings, and shared knowledge are unique, and therefore some may use different titles, or may not focus on knowledge at all.

Indigenous & non-indigenous-led land-based learning. Research shows that learning in an outdoor environment that has mental health benefits, to improves understanding for each active learner, and can help youth and members to develop environmental awareness and a connection to the land.



Ceremony



The sweat lodge ceremony is one of the most common ceremonies practiced by Indigenous people across North America. Sweats ceremonies may be conducted as a preliminary to other activities, such as a Sundance, fasting and 4/8 days sacred fire. Sweats ceremonies may also be done for healing purposes. The purpose behind all of these, however, is simple spiritual cleansing. The lodge is designed to provide a safe, sacred place where the participants can concentrate on the spirits that are invited to the ceremony.

Awareness Campaigns

The healing spiritual walk has happened in Lac La Ronge for 2 years straight, this year was the first year we did a smudge walk to help honour IRS, MMIMB & MMIWG, a tradition that we hope to carry-on and help honour the Missing and Murdered Indigenous Women and Girls and many other ceremonial events.

MOTN walked to support the neighbourhood and continue to spread awareness for the vulnerable women in the Indigenous community. We have seen and felt the effects of violence against women in our communities and MOTN wants to help end the violence and this year's walk was another chance for us to support women in our communities.



“When we do a smudge walk through the community were really building a presence, a spiritual context, for the spiritual safety around the community,” said Christopher Merasty, the President of Men of the North. “But we’re also asking for our grandfathers, grandmothers and our spiritual ancestors to come and help us.”

Recreation & Community Development

Youth mentoring

Our youth mentoring projects involves overseeing a lot of moving parts, oftentimes from many different people throughout our communities. We have seen a successful rollout, with project managers relying on a well-crafted project plan to ensure objectives are met on time and on budget. Ensuring all projects plan is well documented which we use to define project goals, outline the project scope, monitor deliverables, and mitigate risks.



Youth testimony

"I really enjoyed to yard challenge we did over the summer, helping elders and keeping me out of trouble", George. "I can't wait do it again next year"

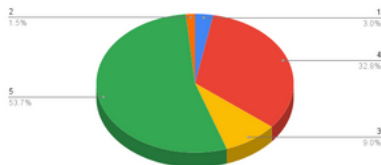
-George V

Nutrition

Nutrition is an essential aspect of a healthy lifestyle and the importance of getting it right cannot be overstated – what are the benefits of having a nutritious diet.



How was the food and drinks? (Tri-Community)



294 RESPONDED
1 - NEEDS IMPROVEMENT
5 - EXCEPTIONAL

- **Weight management** - A lot of us mistakenly associate weight loss with fad diets, but eating a nutritious diet is really the best way to go about maintaining a healthy weight and at the same time obtaining the necessary nutrients for healthy body function.
- **Strengthening your immune system** - Our immune system requires essential vitamins and minerals in order to function optimally.
- **Delaying the onset of ageing** - Certain types of food such as tomatoes and berries can increase vigour and improve cognitive performance, all the while protecting your body against the effects of ageing.
- **Supporting your mental well-being** - Eating the right foods can actually make you happier – nutrients such as iron and omega-3 fatty acids found in protein-rich food can boost your mood. This contributes to better overall mental well-being and protects you against mental health issues.

Prevention Workshops

The Role of prevention Workshops is a Strategy team effort development Processes: Formality, Communication, Coordination and Inclusion. A program where all members collaborate on a vision that is noble and worthy. Helping men to become self-aware, self-compassion, and become self-forgiving to further obtain their self-respect. So that they will become better communicators in helping to get their lives together and shouldering the responsibilities of the world, in a manner that is good for them, their families, and their communities.



Measurements

How will we know that our goals have been met?

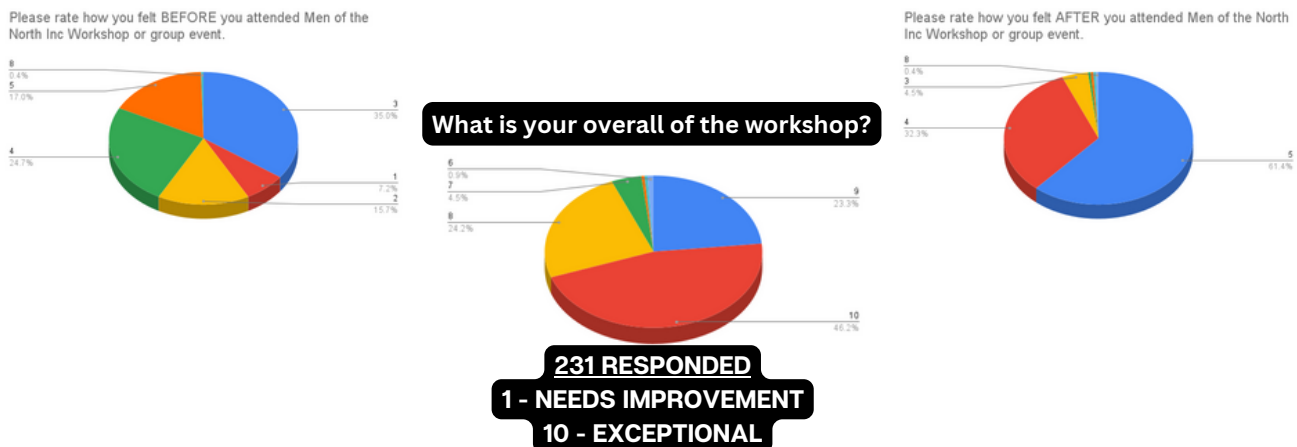
Constant feedback surveys and FGDs are filled out after each workshop and community based activity. To help us measure our community's awareness and self-mobilized action to address any changes needed for improvement.

A roadmap that will help facilitate progress on our long journey. This evaluation plan can clarify what direction our program should take based on priorities, resources, time, and skills needed to accomplish our top priorities. The importance of us developing this evaluation form in cooperation with our stakeholders will foster collaborations and a sense of shared purpose.

This evaluation will help foster transparency and ensure that stakeholders are on the same page with regard to the purpose, use, and users of the evaluation results. Moreover, the use of evaluation results is not something that can be hoped or wished for but must be planned, directed, and intentional. This evaluation form is just one of the most effective tools in our toolbox that will help with:

- Create a shared understanding of the purpose(s), use, and users of the evaluation results,
- Foster program transparency to stakeholders and decision-makers,
- Increase the engagement and acceptance of our methods,
- Connect multiple evaluation activities—this is especially useful when a program employs different contractors or contracts,
- Serve as an advocacy tool for evaluation resources based on negotiated priorities and established stakeholder's informational needs,
- Help to identify whether there are sufficient program resources and time to accomplish desired evaluation activities and answer prioritized evaluation questions,
- Assist in facilitating a smoother transition when there is facilitator turnover,
- Facilitate evaluation capacity building among partners and stakeholders,
- Provide an easy use document that will help us achieve our goals with future development as a result.
- Facilitate good evaluation practice.

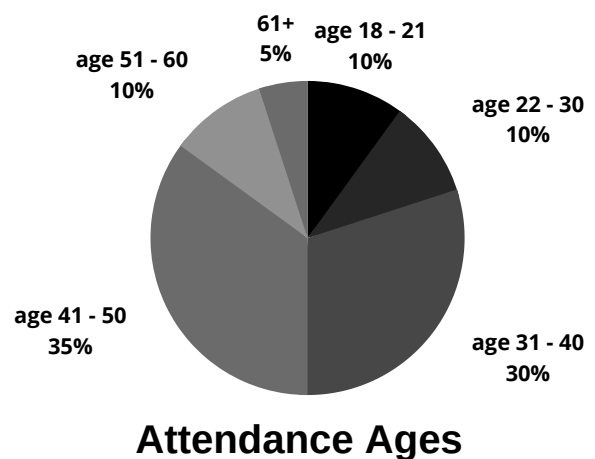
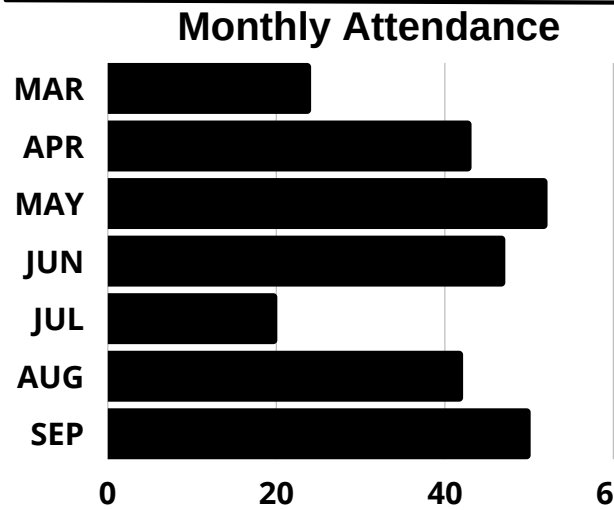
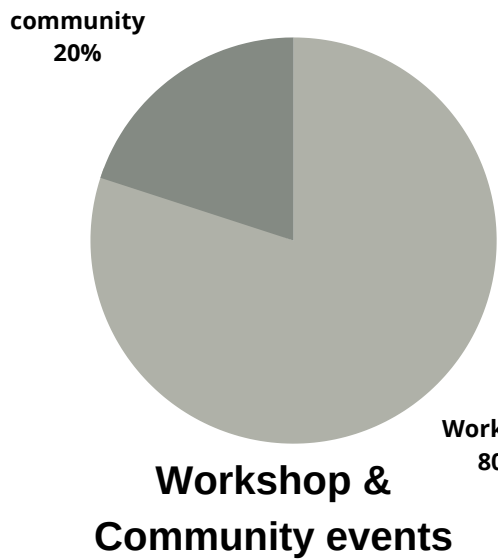
This will not only help your team anticipate untoward events but also carve out an action plan in case these happen.



Attendance Statistic 2022

Annually
&
Traffic per Month

261 in Attendance **76%** Engagement Rate **15** Average each workshop





ASSETS

Grants continue to be the main source of our revenue, followed by group fundraising and sponsorships.

Here is the summary:



EXPENDITURE

MEN OF THE NORTH top expenses for 2022 are:



Budget Plan

Here is a baseline budget that will help with the success and continuation of our men's wellness program. This budget will include all four essential elements: Mental, Physical, Emotional and Spiritual. That will help to increase the integrity of the individual for himself, for his family and for his community.

ACTIVITY	ESTIMATED BUDGET
WORKSHOPS	\$50,000
LEADERSHIP BUILDING	\$80,000
COMMUNITY DEVELOPMENT	\$75,000
ORGANIZATIONAL DEVELOPMENT	\$55,000
COMMUNITY LIAISON	\$75,000
TOTAL	\$280,000

Starting by identifying what the community needs and what the organization project aims to address. How the community will benefit from the project. We also created milestones as appropriate to the size of the project, work breakdown structure (WBS), by breaking up large tasks into smaller ones.

Lastly, community liaison with a baseline management plan which details how stakeholder will review and approve changes to the baseline.

Our Next Steps:

The following action steps are needed to perform and enhance our project:

1 Membership Growth

Increase Members with a focus on what matters most.

2 Organizational Development

Implementation of goals to best suit our organizational performance and/or culture.

3 Leadership capacity

Establish a plan for successful leadership

4 Community Expansion

Expand our programs across Saskatchewan.

5 Total Engagement

How much interaction each workshop & event will generate

6 Engagement Per Follower

Engagement that each volunteer generates

Through Men of the North we hope to offer men in our communities across Saskatchewan healthy opportunity and services that generate a more vibrant community.

With these next steps that is meant to help our organizational development. A very important process that will help build the organizations capacity, help with change, and achieve a greater impact. By developing, improving, and reinforcing strategies, structures, and processes. That will help us to keep our mission and vision moving forward.

PROVINCIAL PARTNERSHIPS

A strategic alliance agreement between MN-S, AMNSIS, SASKATCHEWAN, CAMECO, CMHAPA, & ELKS CLUB/AIR RONGE to work together to accomplish goals that mutually benefit all parties. Through the re-opening of Saskatchewan with COVID-19 P.P.E, guidelines and prevention materials. Workshop, Nutrition program, Leadership build, training, education and community development.

Supported by:

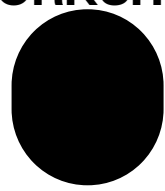


Canadian Mental Health Association

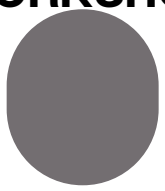


INCREASE OF SELF-ESTEEM, SELF-CONFIDANCE, SELF-RESPECT

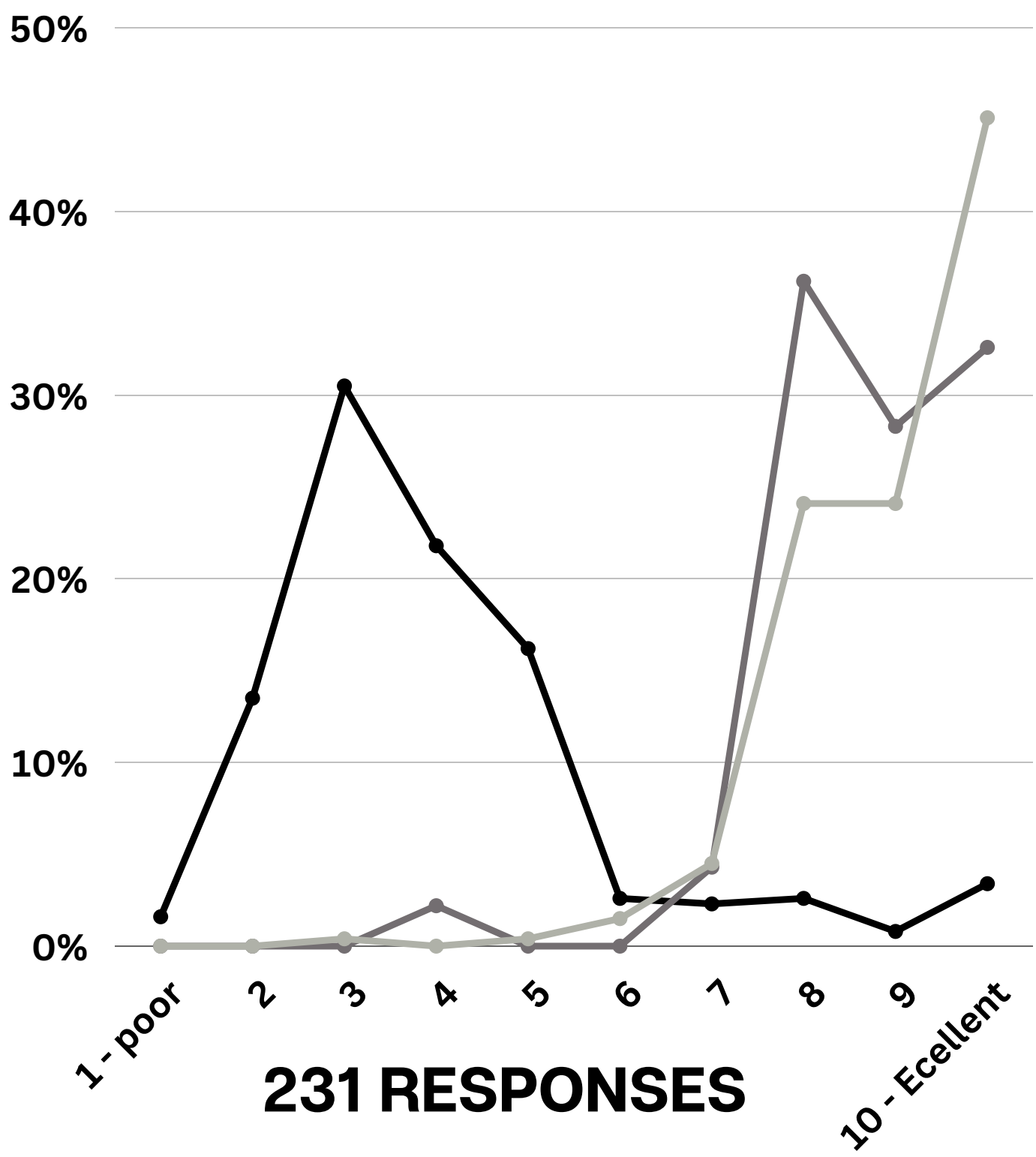
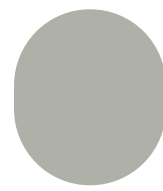
**BEFORE
WORKSHOP**



**AFTER
WORKSHOP**



OVERALL



231 RESPONSES

TRI -COMMUNITY

Dates	Total	LEADER	RETURNING	NEW
MOTN Workshops	Total	-	-	-
21/03/2022	13	6	6	1
28/03/2022	11	3	6	2
04/04/2022	13	4	7	3
11/04/2022	8	4	3	1
18/04/2022	8	3	4	1
25/04/2022	14	5	7	2
02/05/2022	14	4	8	2
09/05/2022	8	3	5	0
16/05/2022	13	4	8	1
23/05/2022	6	3	2	1
30/05/2022	11	4	5	2
06/06/2022	12	4	6	2
13/06/2022	13	5	7	1
20/06/2022	11	5	4	2
27/06/2022	11	4	6	1
04/07/2022	5	2	3	0
11/07/2022	5	1	4	0
18/07/2022	8	4	2	2
25/07/2022	2	0	2	0
01/08/2022	5	2	2	1
08/08/2022	10	1	3	1
15/08/2022	3	2	4	3
22/08/2022	9	2	1	0
29/08/2022	5	2	7	0
05/09/2022	10	2	3	0
12/09/2022	11	4	6	0
19/09/2022	9	3	6	2
26/09/2022	9	5	4	0
03/10/2022	75	3	5	1
10/10/2022	11	3	5	67
17/10/2022	11	4	5	2
24/10/2022	0	4	6	1
31/10/2022	0			
07/11/2022	0			
14/11/2022	0			
21/11/2022	0			
28/11/2022	0			
05/12/2022	0			
19/12/2022	0			
26/12/2022	0			
02/01/2023	0			
09/01/2023	0			
16/01/2023	0			
23/01/2023	0			
30/01/2023	0			
06/02/2023	0			
13/02/2023	359			
TOTAL		105	152	102



Attendance OVERVIEW - TRI-COMMUNITY

TRACKING MONTHLY SYSTEM

Range of

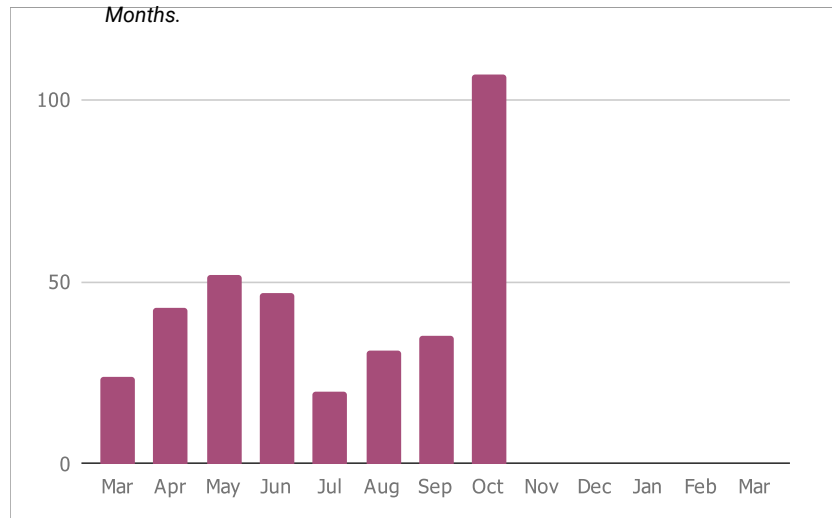
20Month# of Members

24-100	Mar	24
43-100	Apr	43
52-100	May	52
47-100	Jun	47
20-100	Jul	20
31-100	Aug	31
35-100	Sep	35
95-100	Oct	107
0-100	Nov	
0-100	Dec	
0-100	Jan	
0100	Feb	
0100	Mar	
TOTAL		359

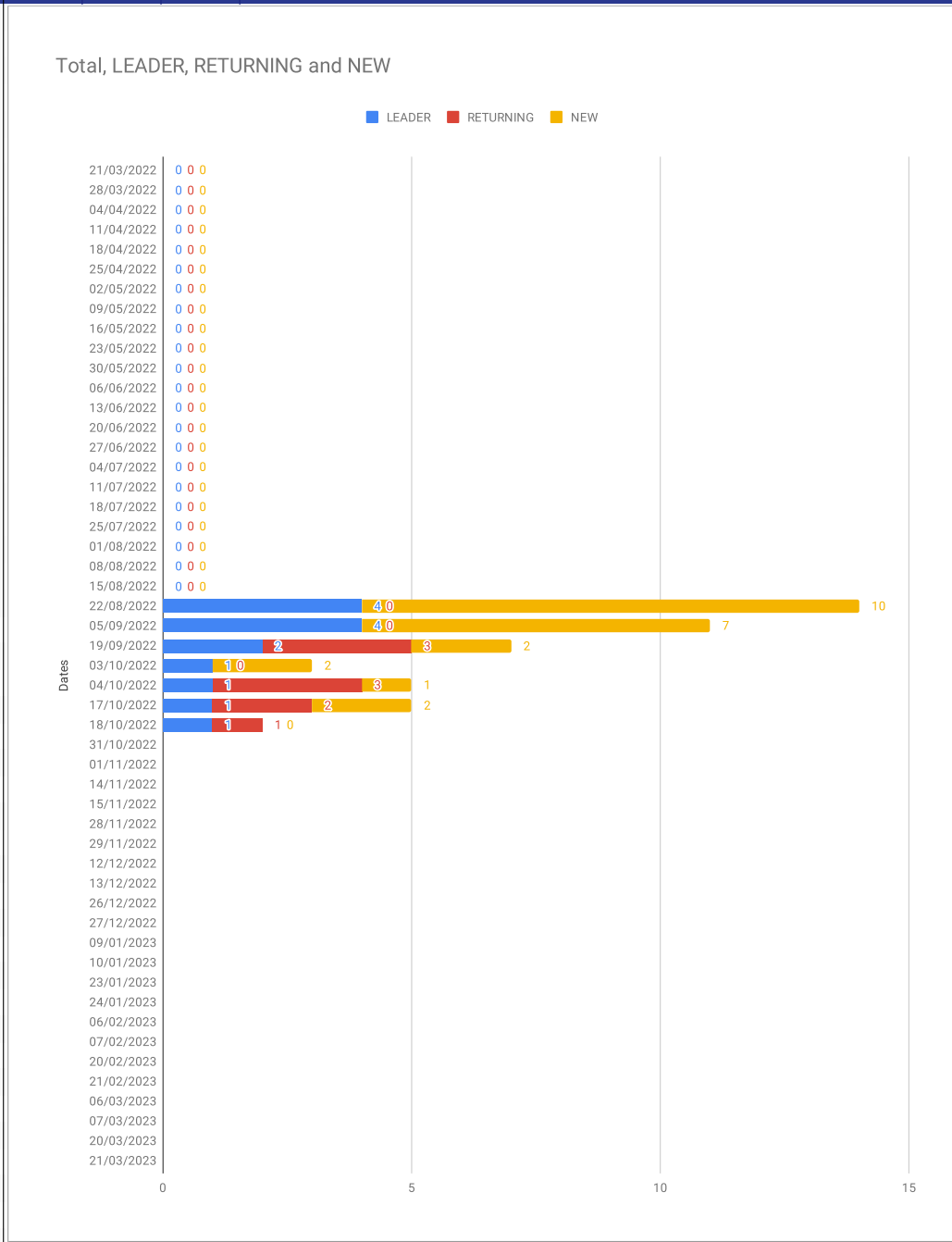
Attendance 2022

based on

Months.



Dates	Shift	Total	LEADER	RETURNING	NEW
MOTN Workshops		Total	-	-	-0
21/03/2022	0	0	0	0	0
28/03/2022	0	0	0	0	0
04/04/2022	0	0	0	0	0
11/04/2022	0	0	0	0	0
18/04/2022	0	0	0	0	0
25/04/2022	0	0	0	0	0
02/05/2022	0	0	0	0	0
09/05/2022	0	0	0	0	0
16/05/2022	0	0	0	0	0
23/05/2022	0	0	0	0	0
30/05/2022	0	0	0	0	0
06/06/2022	0	0	0	0	0
13/06/2022	0	0	0	0	0
20/06/2022	0	0	0	0	0
27/06/2022	0	0	0	0	0
04/07/2022	0	0	0	0	0
11/07/2022	0	0	0	0	0
18/07/2022	0	0	0	0	0
25/07/2022	0	0	0	0	0
01/08/2022	0	0	0	0	0
08/08/2022	0	0	0	0	0
15/08/2022	0	0	0	0	10
22/08/2022D/S & N/S	12	4	0	0	7
05/09/2022D/S & N/S	9	4	0	0	2
19/09/2022D/S & N/S	7	2	3	2	2
03/10/2022D/S	3	1	0	1	1
04/10/2022N/S	5	1	3	2	2
17/10/2022D/S	5	1	2	0	0
18/10/2022N/S	2	1	1	0	0
31/10/2022D/S	0	0	0	0	0
01/11/2022N/S	0	0	0	0	0
14/11/2022D/S	0	0	0	0	0
15/11/2022N/S	0	0	0	0	0
28/11/2022D/S	0	0	0	0	0
29/11/2022N/S	0	0	0	0	0
12/12/2022D/S	0	0	0	0	0
13/12/2022N/S	0	0	0	0	0
26/12/2022D/S	0	0	0	0	0
27/12/2022N/S	0	0	0	0	0
09/01/2023D/S	0	0	0	0	0
10/01/2023N/S	0	0	0	0	0
23/01/2023D/S	0	0	0	0	0
24/01/2023N/S	0	0	0	0	0
06/02/2023D/S	0	0	0	0	0
07/02/2023N/S	0	0	0	0	0
20/02/2023D/S	0	0	0	0	0
21/02/2023N/S	0	0	0	0	0
06/03/2023D/S	0	0	0	0	0
07/03/2023N/S	0	0	0	0	0
20/03/2023D/S	0	0	0	0	0
21/03/2023N/S	0	0	0	0	0



Attendance

OVERVIEW - Cigar Lake Operations

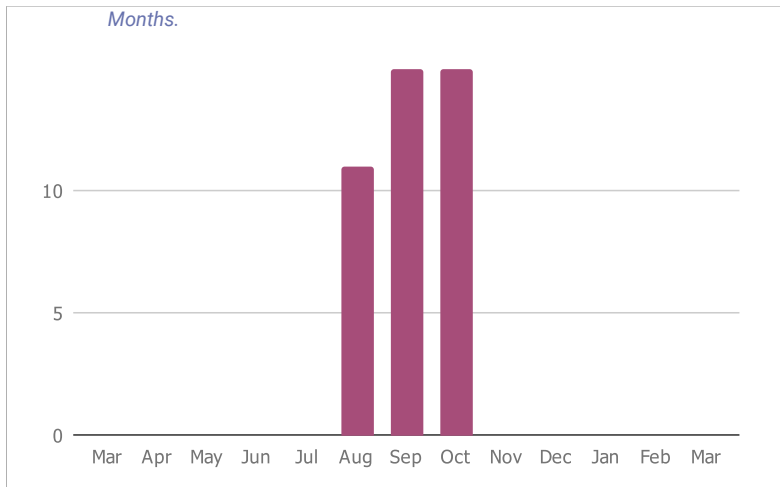
TRACKING MONTHLY SYSTEM

# Range of	20Month# of Members	
0-100Mar	0	
0-100Apr	0	
0-100May	0	
0-100Jun	0	
0-100Jul	0	
11-100	Aug	11
15-100	Sep	15
15-100	Oct	15
0-100	Nov	0
0-100	Dec	0
0-100	Jan	0
0100	Feb	0
0100	Mar	0

Attendance 2022

based on

Months.



"KEEP MOVING,
the best is yet to come".



SITE OPERATIONS

MOTN VOLUNTEER & SERVICE AREA

**Main Office,
Lac La Ronge**

**Box 292
Lac La Ronge, Sk
S0J-1L0**

**639-470-3476
admin@menofthenorth.net**

www.menofthenorth.net



STAY CONNECTED:



@MENOFTHENORTH2020



@MENOFTHENORTHINC



@MOTN2020



MEN OF THE NORTH



MEN OF THE NORTH SUPPORT GROUP INC.