

EDUCATION ▶ TRAINING ▶ EMPLOYMENT



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Session: Systems Innovation Education Sharing Circles - Improving Graduation Rates and Employment Outcomes for Anishinaabe Youth in Northwestern Ontario

Date: Thursday, January 25th (9:15 a.m. – 10:15 a.m.)

Location: Nor'wester Hotel and Conference Centre – 2080 Hwy 61, Thunder Bay

Presented by:



John DeGiacomo
Executive Director



Zola Costa
Program Coordinator,
Continuing Education



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AANIIN BOOZHOO WAACHIYAA BINVNU SHÉ:KON TUNNGASUGITSI

Welcome أملاك Bienvenue 欢迎 Benvenuto خوش آمدید Bienvenido ਬਦਲਕਰਿਮਦ
Maligayang Pagdating Вітати Bem Vinda Willkommen Witamy Tervetuloa



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Welcome Mural Wall Guide – Languages:

Anishinaabe - Ojibwe
(Hello)
Anishinaabe Ojibwe
(Greetings)
Cree
Michif
Mohawk
Inuktitut

English • Arabic • French • Mandarin • Italian • Urdu • Spanish • Punjabi
Filipino • Ukrainian • Portuguese • German • Polish • Finnish



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Discussion Items:

1. Overview
2. Indigenous Skills and Employment Training (ISET) Agreements
3. Vision, Mission and Strategic Plan
4. Creating a Culture of Learning and Inclusion
5. Client Based Programs and Services & Project Based Programs
6. Partnerships & Project Based Program Highlights
7. Initiatives - Past Sampling
8. Initiatives - Current
9. Collaborations
 - OTF - Education Systems Evolution – Nurturing Minds, Empowering Futures
Website Review
10. Contact Information



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AETS Overview:

- 26th year of assisting First Nation Citizens to stay in or re-enter the labour force
- Established in 1997 and Incorporated in 2009
- Acted as a Local Delivery Mechanism (LDM) under the Union of Ontario Indians (UOI) Anishinabek Nation ASET Agreement Holder until July 1, 2019
- Approved as a stand-alone [ISET Agreement Holder](#) with Canada as of July 2, 2019, and confirmed as an Optimal Capacity ISET Holder on March 24, 2023
- One of 22 ISET Agreement Holders in Ontario and 8 in Northwestern Ontario, under a 10-year program with Canada to...
 - Improve skills levels, and
 - Improve employment outcomes
- Offers direct programs and services connecting education to training to employment solutions for 9-member First Nation Communities (within the North Superior Region) which represents approximately 8,500 First Nation Citizens



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AETS Overview...con't:

- Delivering education to training to employment services and programs for the First Nation Citizens who are from the following communities and beyond:
 - Animbiigoo Zaagi'igan Anishinaabek (Lake Nipigon Ojibway)
 - Biigtigong Nishnaabeg (Pic River First Nation)
 - Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay First Nation)
 - Bingwi Neyaashi Anishinaabek (Sand Point First Nation)
 - Kiashke Zaaging Anishinaabek (Gull Bay First Nation)
 - Michipicoten First Nation
 - Netmizaaggamig Nishnaabeg (Pic Mobert First Nation)
 - Pays Plat First Nation
 - Red Rock Indian Band
- [Honouring our History - 25th Anniversary \(1997-2022\) Booklet - dated July 28, 2022](#)



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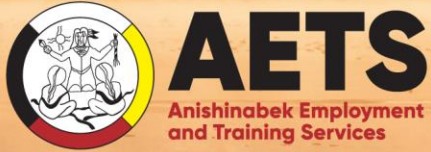
AETS Overview...con't:



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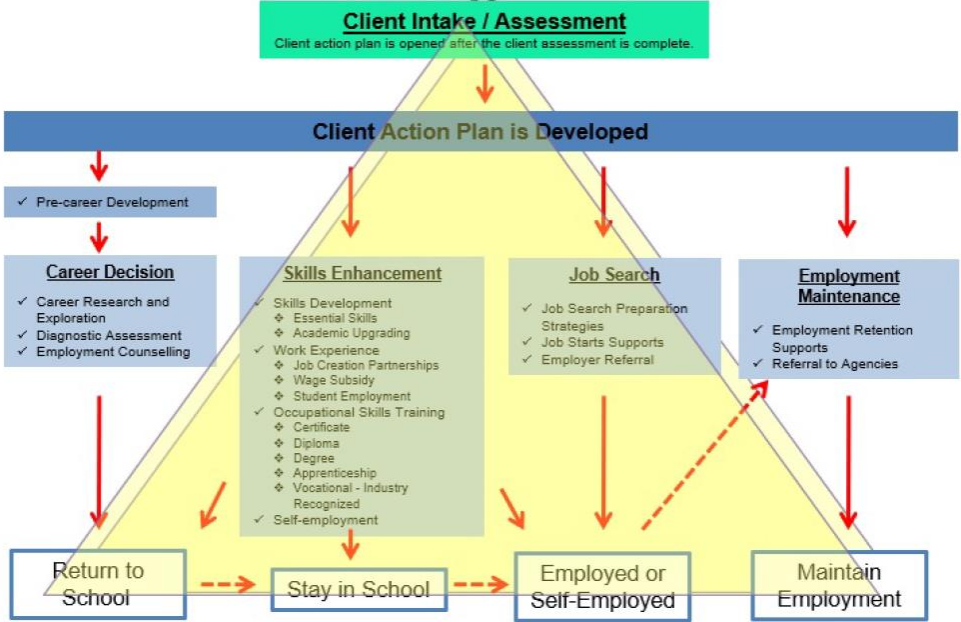
Vision: Skilled Indigenous Workforce

Mission: To provide guided **education** and **training** pathways, towards inclusive **employment** opportunities respectful of culture.

Strategic Plan:

- C**lient Focused
- R**esults Driven
- O**rganizational Capacity
- P**artnerships

Case Management



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AETS Overview...with Indigenous Skills and Employment Training Program:

Objective:

- Reduce the employment and skills gaps between Indigenous and non-Indigenous people

Distinctions-based:

- Four separate labour market streams and funding envelopes for First Nations, Métis Nation, Inuit, and Urban/Non-affiliated Indigenous people

Funding*:

- \$2 billion over five years and \$408.2 million per year ongoing
 - First Nations stream: \$1.1 billion over 5 years and \$235.7 million/year ongoing (including funding for Modern Treaties holders and Self-Governing Nations);
 - Inuit stream: \$161.2 million over 5 years and \$32.6 million/year ongoing;
 - Métis Nation stream: \$325 million over 5 years and \$67 million/year ongoing; and,
 - Urban/Non-affiliated stream: \$213.4 million over 5 years and \$45.2 million/year ongoing.

**all numbers in this section are from Budget 2018*



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Indigenous Skills and Employment Training (ISET) Agreement Holders:

- 8 Northwestern Ontario Regional ISETA Holders:
 - Anishinabek Employment and Training Services
 - Anishinabek Nation (Union of Ontario Indians)
 - Kiikenomaga Kikenjigewen Employment & Training Services
 - Metis Nation of Ontario
 - Ontario Federation of Indian Friendship Centres (i.e.: Thunder Bay Indigenous Friendship Centre)
 - Shooniyaa Wa-Biitong
 - Sioux Lookout Area Aboriginal Management Board
 - Tungasuvvingat Inuit
- 22 Ontario ISET Program Agreement Holders in [Ontario](#)
- 110 distinct based ISET Program Agreement Holders in [Canada](#)



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Creating a Culture of Learning and Inclusion for Job Seekers and Employers:



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Client Based Programs & Services

Programs

- Course Purchases and Allowances
- Disability Supports
- Employment Maintenance & Upskilling
- Employment Start-Up
- Entrepreneurial Development
- Feepayor
- Mobility Assistance
- Pre-Employment Supports
- Relocation/Moving Expenses
- Self-Employment Benefits
- Wage Subsidy

Services

- Career Planning / Decision Making
- Cover Letter & Resumes
- Employment Advising
- Job Search Strategies
- Labour Market Information (LMI)
- Resource Centre Access
- Workshops
- Continuing Education



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Project Based Programs

- Delivery Assistance
- Disability Supports
- Group Course Purchase
- Job Creation Partnership
- Job Development
- Project-Based Training
- Self-Employment Benefits
- Wage Subsidy
- Workplace Based Training



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Partnerships & Project Based Program Highlights:

- Partnerships with Businesses, Non-profit organizations, Local Delivery Mechanism's (LDM's) and/or ISETA Holders and Educational Institutions
- Collaborations with municipal, provincial, territorial governments and federal departments



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Initiatives...sampling:

Past:

- Computer Digital Literacy Program for Elders Spring 2023
- Pre-Apprenticeship Training Program - Carpentry/Welding Summer/Fall 2022 &
- Try a Trade Training Program - Carpentry/Electrical/Welding Summer 2022
- Pre-Apprenticeship Training Program (PATP) Construction Craft Worker 2022
- Cement Finisher Program 2022
- Employers - Indigenous Workplace Inclusion Events 2017, 2021, 2022
- Dinowigehmin Aboriginal Leadership Program (ALP) 7 Sessions 2022
- Personal Support Worker 2022
- Pre-Health 2022
- Elder Literacy 2021
- Entrepreneurship Course 2021
- PATP Carpentry 2021
- PATP Drywall 2021
- Food Service Worker Training Program (FSW) 2016
- PATP Carpentry 2018 and 2019
- PATP Construction Craft Worker Training Program (CCW) 2015, 2016, 2017 and 2018
- Summer Aboriginal Youth Business (SAYbiz) Program
- Mining Essentials Training
- Personal Support Worker (PSW) 2016



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Initiatives...sampling:

Current:

- Ongoing Indigenous Skills Employment Training...
 - ❖ ISET Programs (Client & Project)
 - ❖ Services (Job Seeker Clients & Employer Clients)
- Labour Market Information (LMI) and Skills Inventory Survey - On & Off Reserve:
 - ❖ LMI Survey including annual financial Incentives
- Mino Bimaadiziwin - Building Innovative Pathways to Indigenous Employment:
 - ❖ Cell Phone Path to Employment Pilot Project, Driver's License, Elders in Residence, Seven Sacred Teachings Award, Continuing Education
- Training Programs:
 - ❖ Carpentry/Drywall or Carpentry/Plumbing - Starting June 27, 2023 and July 18, 2023
 - ❖ Mining Essentials Training & Mining Work Placement - Starting June 19, 2023 and October 3, 2023
 - ❖ Heavy-Duty Equipment Technician Training & Mining Work Placement - Starting June 19, 2023
 - ❖ Construction Craft Worker/Cement Finisher Training - Starting September 18, 2023
 - ❖ Systems Innovation - Education Systems Evolution...Improving High School Graduation Rates & Future Employment Outcomes for Anishinaabe Youth in Northwestern Ontario: Fall 2023 & Winter 2024 Events
 - ❖ Elders - Abuse Prevention and Age in Place Program: Winter 2023/2024 TBA



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Collaborations - Labour Market Information (LMI) Project for On & Off Reserve

Eligibility requirements:

- 15 years of age or older
- From one of the nine communities the AETS services
- At least ten months since your last survey

Financial Incentive?

- \$10 gift card for each survey completed
- Entered into other prizes:
- www.aets.org/LMI



Indigenous Labour Market Information Survey Project

Did you know there's a lack of workforce information available about First Nations in our area?

At AETS, we're working hard to change this. Our Labour Market Information (LMI) Survey helps identify workforce gaps and match First Nation people with the right training and jobs.



GET PAID to take the AETS LMI Survey and help provide essential data while helping your community.

TAKE SURVEY ONLINE NOW OR CONTACT US FOR AN IN-PERSON OPTION:

www.aets.org/LMI



Each First Nation community is also offering draws, lotteries and other prizes for those that participate in the survey.



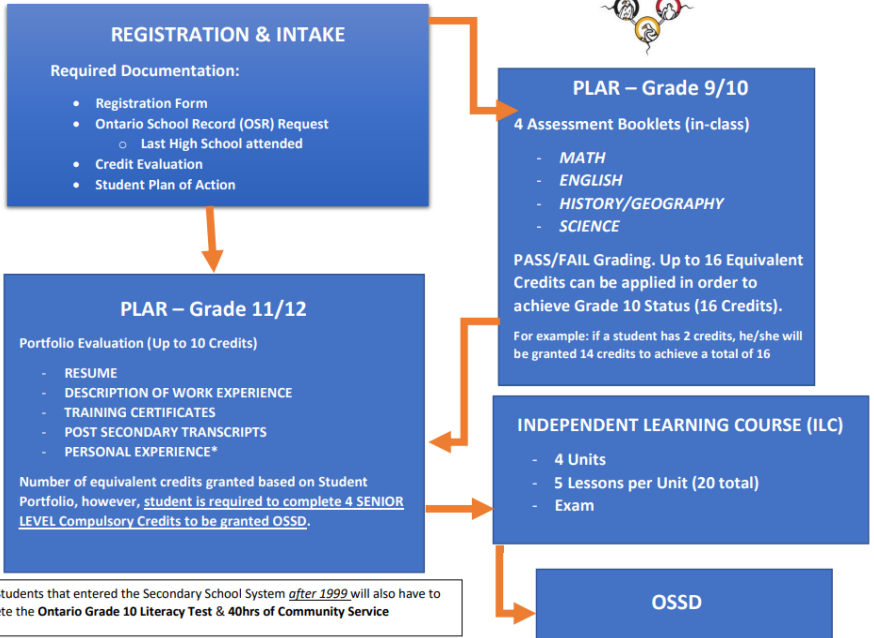
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Collaborations – Continuing Education:

Biigtigong Nishnaabeg Endzhi-gkinoohmaading Private High School
Prior Learning Assessment & Recognition (PLAR) Process



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**GET YOUR
HIGH SCHOOL
DIPLOMA**

Anishnabek Employment and Training Services (AETS) with Biigtigong Nishnaabeg Endzhi-gkinoohmaading Private High School is offering FREE high school credited courses throughout the academic year.

APPLY WITH US TODAY!

Grade 9–12 Independent Learning

- Classes ongoing
- Enroll at any time
- Prior Learning Assessment and Recognition (PLAR) process Independent and in-person classes
- One-to-one tutoring available

Entrepreneurship Course (BDI3C)

This credited course is designed for indigenous entrepreneurs to recognize opportunities, generate ideas, and plan a small business to create employment.

Starting January 2024

OTHER SUPPORTS

- Laptop Loan Program
- Rocket Hub Loan Program
- Career and Guidance Specialist
- Cultural Teachings

TO APPLY:
EMAIL: teacher@aets.org
TEL: (807) 346-0307 ext. 212
TOLL FREE: (866) 870-2387



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Biigtigong Nishnaabeg
Endzhi-gkinoohmaading Private High School
Connecting Ancestral Knowledge and Traditions with Modern Skills

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FOR MORE INFORMATION:
www.aets.org/education
Tel: (807) 346-0307 / Toll Free: (866) 870-2387

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Systems Innovation - Education Systems Evolution:

Improving High School Graduation Rates & Future Employment Outcomes for Anishinaabe Youth in Northwestern Ontario



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Ontario
Trillium
Foundation



Fondation
Trillium
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An agency of the Government of Ontario
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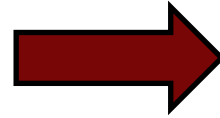
PROJECT FUNDING



An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario

Youth Opportunities Fund

Investing in projects led by youth and families to improve the wellbeing of communities across Ontario.



System Innovations Grant

System Innovations grants support collaboratives as they aim to understand and strengthen systems so they work better for youth.



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NURTURING MINDS, EMPOWERING FUTURES

Systems Innovation - Transforming Education and Employment for Anishinaabe Youth in Northwestern Ontario

VISION

- Develop and measure the impacts of the education to employment system and how factors in those systems pose a primary barrier to high school graduation rates and employment opportunities for youth 15-25
- Provide guidance and resources for youth to overcome challenges and complete their high school education while integrating and preserving Anishinaabe values and culture throughout their development
- Provide access to employment opportunities and professional development while applying their cultural knowledge, skills, and perspectives



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AGE GROUPS

15–18 YEARS

- currently enrolled in high school

19–25 YEARS

- who left high school early without a diploma



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COLLABORATORS

The six year innovation involves the essential participation of the following individuals, groups, and organizations to enhance the 60% non-graduation rates and future employment prospects of Anishinaabe youth served in the nine First Nation communities of AETS:



★ **COMING SOON!** ★

Partnership Collaboration Agreement



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Lead Organization and Collaborative

Anishinabek Employment & Training Services (AETS)

AETS is a not-for-profit organization that provides project-based and workplace-based training to support the education-to-training and employment needs of on-and off-reserve members of nine Anishinabek communities in North Superior Treaty Region of Ontario. AETS is part of a national wide agreement with the Indigenous Skills Employment and Training (ISET), and one of the 110 distinct based Program Agreement Holders in Canada and one of 22 in Ontario.

Maamaawisiwin Education Research Centre (MERC)

MERC brings over 20 years of Indigenous community development, research, and in-service teacher education experience specific to the North Superior Treaty Region to the collaboration.

Endzhi-Gkinoohmaading

Operating in Pic River First Nation, Endzhi-gkinoohmaading Private High School is a First Nation, private high school that meets the regulatory requirements of a high school within the province of Ontario. Endzhi-gkinoohmaading brings a significant experience in distance education of First Nation youth and has a long collaborative history with AETS.

Lakehead Public Schools

Lakehead has become a territorial leader in Indigenous education by developing unique programming and partnering with Indigenous organizations in an effort to increase the school success of Indigenous youth. Almost 50% of the overall student body has self-identified as Indigenous and many of the AETS community members living in Thunder Bay attend Lakehead schools.

Outland Youth Employment Program (OYEP)

For over 20 years, Outland has operated the Outland Youth Employment Program (OYEP), a national, six-week, land-based job training, education and work experience program specifically developed for Indigenous youth. OYEP is a First Nation driven initiative that works towards equity and opportunity through education, training and work experience that fully immerses Indigenous youth in a land-based learning environment.



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Lead Organization and Collaborative

Indigenous Works

For over 20 years, Indigenous Works is a national player working with companies to strengthen performance and results in Indigenous employment, workplace engagement and inclusion. AETS will continue to partner with Indigenous Works to provide project-related services to local business and industry partners.

Northern Ontario Education Leaders (NOEL)

NOEL is an association of leaders of educational organizations in Northwestern Ontario. The NOEL table serves as a forum to discuss topics of common concern and to develop projects that will be of direct benefit to students. In October of 2022, NOEL directors and standing members, as well as school boards affiliated with AETS communities, were able to meet with AETS and be informed of the Land-based Systems Innovation initiative.

Community Economic Development Commission (CEDC)

The CEDC played a significant role as a key contributor and partial financier of the "Fundamentals of Land-Based Learning Conference," organized by AETS and Biigtigong Nishnaabeg in November 2022. Moving forward, AETS and CEDC intend to sustain their collaborative partnership to further explore project-oriented goals.

Roots To Harvest

Roots to Harvest and AETS are actively collaborating to help with alternative educational initiatives aimed at Indigenous youth who have left the formal education system prematurely. The Cooking for Cred program runs multiple sessions each year for adult learners 18-30 years old who want to gain some culinary skills from some of Thunder Bay's most talented chefs. The 7-week program includes workshops on making soup stocks, sauces, baking, roasting, carving and more. Everyone has the ability to obtain their safe food handling certification as well. AETS also provides support for childcare, transportation, and a completion stipend.

Fort William First Nation (FWFN)

Fort William First Nation has been actively engaged with AETS, such as being an active host for the Fundamentals of Land-Based Learning Conference in November 2022. Additionally, FWFN has partnered with AETS in a significant project centered around moose hide tanning for the Continuing Education program. This collaboration has allowed community members to explore traditional practices while also pursuing educational objectives. FWFN remains committed to the project's objectives and will continue to support and engage in initiatives that promote cultural preservation and educational opportunities.

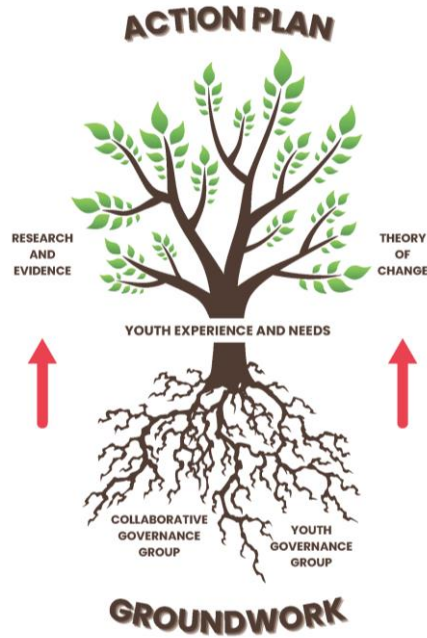


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LAYING THE GROUNDWORK



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STRATEGIES

YOUTH 15-18 YEARS

ACTIVE CHANGE AGENTS

Deciding how they want teachers to work with them

YOUTH 19-25 YEARS

SELF GOVERNANCE MEMBERS

Consultation for a re-entry summer employment program



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Strategizing for Systems Change – Land-Based Learning Conference

Join us to explore
the
**Fundamentals of
Land-Based
Learning** from a
Biigtigong
Nishnaabeg Lens.

NOVEMBER 10 & 11, 2022



November 10 & 11, 2022



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DAY 1 PRESENTATIONS

November 10, 2022

Fundamentals of Land-Based Learning

with Lisa Michano-Courchene

Learning from Animals: Fish & Moose Camp

with Shauna Bell & Lucas Michano-Courchene

Manoomin: Working with the Wild Rice

with Rhonda Lyons



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DAY 2 PRESENTATIONS

November 11, 2022

**Education System Change:
Improving High School Graduation
Rates for Anishinaabe Youth**

with John DeGiacomo and Dr. John Hodson

**STEM and Indigenous
Knowledge**

with Amy Michano & Katriina Butschler

**Assessment of Land-
Based Learning**

with Lisa Michano-Courchene & Corinne Skworchinski

Professional Development

with Alicia Green & Marie Desmoulin



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Strategizing for Systems Change – Systems Innovation Focus Group Event

November 14 & 15, 2023



January 25, 2024

SYSTEMS INNOVATION FOCUS GROUP

Improving Graduation Rates and Employment Outcomes
for Anishinaabe Youth in Northwestern Ontario



DATE
Nov. 14 & 15, 2023

TIME
9:00am – 4:00pm

LOCATION
132 Algoma Street S.
(Thunder Bay Italian Cultural Centre)

SPECIAL GUEST

Stan Wesley

KEYNOTE SPEAKERS

Dr. John Hodson
Rhonda LeClair
Kari Chiappetta
Deanne Gagnon
John Degiacomo
Zola Costa

Scan the QR code or



Click [here](#) to register!

Registration Deadline:
November 3

LIMITED SEATING AVAILABLE



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DAY 1 PRESENTATIONS

November 14, 2023

**Recognizing Our Gifts and
Celebrating Our Strengths**

with Kari Chiappetta

**What Does Success
Mean to Me?**

with Deanne Gagnon

**Cultivating Student
Success**

with Kari Chiappetta



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DAY 2 PRESENTATIONS

November 15, 2023

Systems Innovation Project

with John DeGiacomo & Zola Costa

Research on Anishinaabe High School Graduation Rates

with Dr. John Hodson

Youth Sharing Circle

with Dr. John Hodson

Biigtigong Nishnaabeg Curriculum Guidelines

with Rhonda LeClair

Tabahon: A Traditional Game to Connect with Our Ancestors

with Stan Wesley



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Our student's success relies on them feeling...

CONNECTED

COURAGEOUS

CONFIDENT

PROUD

CURIOUS

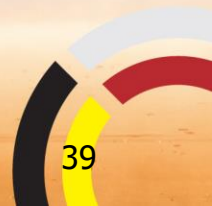
SUPPORTED

WELCOME



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Our success relies on us feeling...

CONNECTED

INSPIRED

CONFIDENT

ENERGIZED

SUPPORTED

SECURE



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Emotional Culture Deck Session Outcomes – Comparison

Our student's success relies on them feeling...	Our success relies on us feeling...
CONNECTED	CONNECTED
CONFIDENT/PROUD	CONFIDENT
SUPPORTED/WELCOME	SUPPORTED
COURAGEOUS	ENERGIZED
CURIOUS	INSPIRED
	SECURE



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Emotional Culture Deck Session Outcomes – Actions

People can help me feel:

★ **CONNECTED** by: acknowledging me, checking in, communicating with me, understanding or relating to things going on

★ **CONFIDENT** by: showing up, praising what I am doing, are able to listen to what I am saying, compliment me or give positive feedback, reassuring me that I am doing a good job, telling me what they like about me, giving a second opinion (hearing it from someone else)

★ **SUPPORTED** by: encouraging me, making a space that is comfortable for me to open up, devote their time to me, are proactive if they see me struggling, offering assistance if I look sad, provide compliments and praise



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Emotional Culture Deck Session Outcomes – Actions

People can help me feel:

★ **ENERGIZED** by: sharing common interests, praise my work, we have a pizza party, provide extra help when needed, being more engaged in what everyone else is doing

★ **INSPIRED** by: giving me ideas, collaborating, learning my individual needs and preferences, build one-on-one connections, when people give me time to think, give me a comfortable space, talking about what I'm thinking so I can expand on my ideas

★ **SECURE** by: providing a comfortable space, when there are people I like engaging with me, when I am in a diverse setting, my opinion is validated, by the way they look at me and what kind of attitude they have toward me

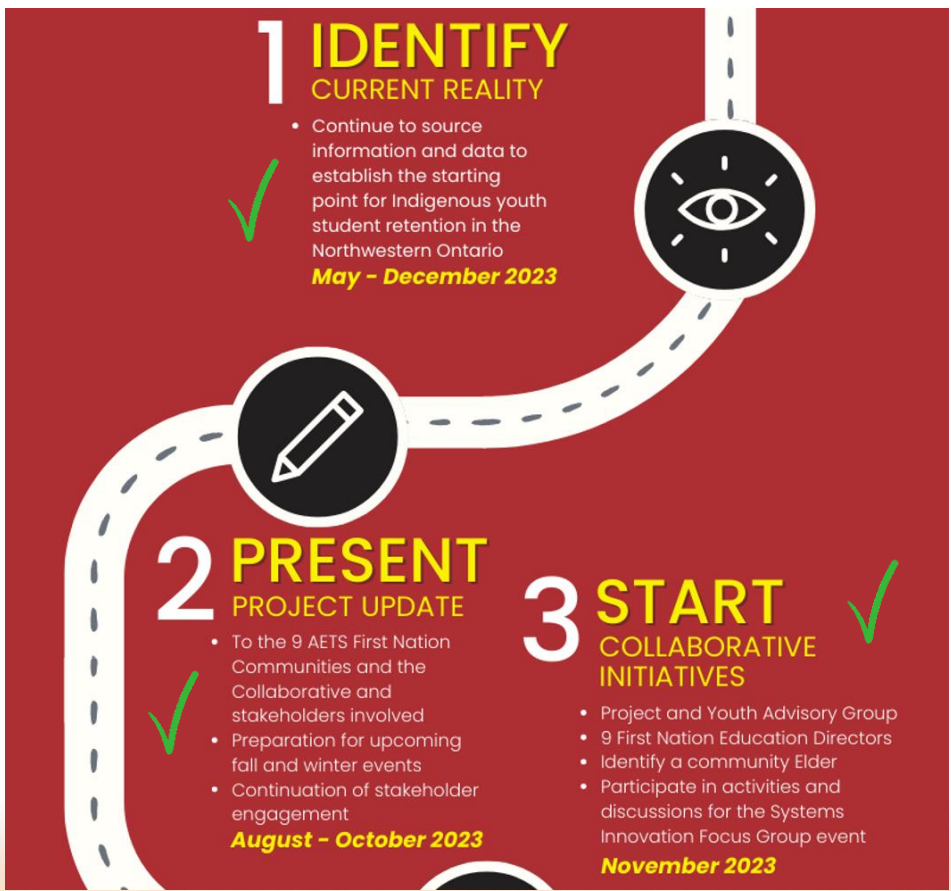


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Collaborations – Education Systems Evolution: Process



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Collaborations – Education Systems Evolution: Process



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Collaborations – Education Systems Evolution: Process

7 MEET WITH PARTNERS

- Prepare and facilitate an Engagement Circle
- Determine pathways between education and employment opportunities

May - June 2024

8 REVIEW & REFINE ACTION PLAN

- Compile and tabulate key findings
- Conduct assessment and make necessary adjustments to the current vision and future action plan

July 2024



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**285 Red River Road
Thunder Bay, Ontario
P7B 1A9**



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**Anishinabek Employment
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**216 Brodie Street South
Thunder Bay, Ontario
P7E 1C2**

Tel: (807) 346-0307

Fax: (807) 346-0310

Toll Free: (866) 870-AETS

Email: aets@aets.org

Website: www.aets.org

Facebook: AETS Thunder Bay

Instagram: @aetsthunderbay

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Thunder Bay, Ontario
P7B 1A9**



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and Training Services**

**216 Brodie Street South
Thunder Bay, Ontario
P7E 1C2**

Zola Costa

**Systems Innovation Project Lead
Program Coordinator, Continuing Education**

Tel: (807) 346-0307 ext. 207

Email: zola.costa@aets.org

Web: www.aets.org/systems-innovation

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