

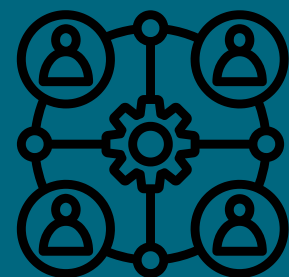
# Building Capacity for Grant and Proposal Writing within Shibogama First Nations Council

**Background:** Shibogama First Nations Council supports several health-transferred communities in northern Ontario. Funding is primarily secured from multiple partners including Indigenous Services Canada (ISC), the Ontario Ministry of Health (MOH), Sioux Lookout First Nations Health Authority (SLFNHA), and Nishnawbe Aski Nation (NAN).

While these partnerships are essential, they require complex grant and proposal processes. Building internal capacity for proposal writing empowers communities to secure sustainable funding and reduce dependency on external consultants.

## Current Gaps:

- Limited staff training in proposal and budget development
- Heavy reliance on external writers for major funding submissions
- Varied proposal requirements across funders
- Tight timelines and competing program demands



## Capacity Building Framework

### Preparation

Health Directors, Program Leads and Chief and Council to assess existing skills and needs by conducting skills inventory and needs assessments across Shibogama communities.

### Development

Shibogama Health along with partner trainers to build foundational knowledge by delivering workshops on proposal writing, logic models, budgeting, and reporting.

### Implementation

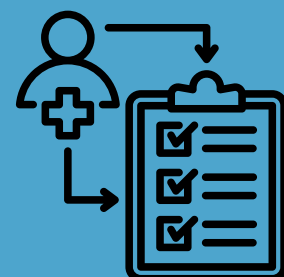
Admin staff and Health Program Leads to create practical tools and support by developing shared templates, examples, and checklists for major funders.

### Mentorship and Collaboration

Senior Managers and Regional Advisors to encourage peer learning by pairing experienced staff with new Coordinators for proposal writing.

### Evaluation

Shibogama HR and the Health Admin Team to track outcomes and adjust training by monitoring proposals submitted, success rates and staff confidence.



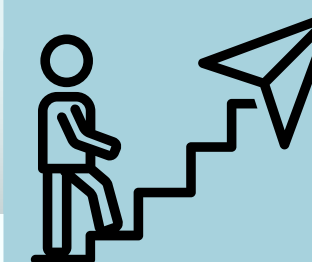
## Expected Outcomes

### Short Term:

- staff gain confidence in writing proposals
- Standard templates reduce errors and rework
- Improved turnaround of funding opportunities
- Shared learning and mentorship networks

### Long Term:

- Increased number of community-led funding submissions
- Stronger relationships with funders
- Sustainable administrative capacity within communities
- Greater autonomy and reduced reliance on consultants



## Next Steps

- **Pilot Training Program:** Begin with one funding stream (e.g., mental health or primary care).
- **Create Capacity Network:** Connect Shibogama, SLFNHA, and NAN to share tools and templates.
- **Formalize Mentorship:** Identify experienced proposal writers within the Tribal Council and pair them with community coordinators.
- **Evaluate:** Track proposal success rates and staff self-assessments after training.

**Summary:** This is an initiative to strengthen grant and proposal writing capacity within Shibogama First Nations Council's health system. With multiple funding partners, including Indigenous Services Canada, the Ontario Ministry of Health, SLFNHA, and Nishnawbe Aski Nation, Shibogama's success relies on strong proposal development and reporting practices. Building internal capacity through training, templates, mentorship, and shared tools helps ensure that funding aligns with community priorities while reducing reliance on external consultants. This approach supports sustainable, community-driven health programming and enhances the overall effectiveness of research and funding administration in northern First Nations contexts.

## References

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