



Mississaugas of the New Credit First Nation

2014/15 Annual Report

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MESSAGE FROM THE CHIEF AND COUNCIL

Dear members of the Mississaugas of the New Credit First Nation,

The MNCFN Chief and Council are pleased to provide you with this report on the activity undertaken by Council and Administration over the last fiscal year, April 1, 2014 – March 31, 2015.

This year, the Mississaugas of the New Credit First Nation made history once again by being recognized as the first ever, official Host First Nation of the Pan/Parapan Am Games. This is an accomplishment that was not easily achieved and we eagerly await The Games this summer as we make final preparations for our participation.

In May of 2014, an extensive organizational review on MNCFN Administration was concluded. This review included 38 recommendations for improvements that will help us serve you, our membership to the best of our ability. Over the past year we have begun implementing these recommendations and will continue to do so throughout our term. The most significant recommendation to be implemented this year is establishment of the MNCFN Department of Consultation and Accommodation (DOCA).

The Mississaugas of the New Credit First Nation staff work diligently in the delivery of programs and services to our membership. They also provide Chief and Council with the support we need to ensure our rights and interests are recognized on the provincial, federal, and international stages. We acknowledge the hard work of all staff across the nine MNCFN departments and thank them for their valued efforts.

We would also like to thank you, our membership, for your input and support throughout the past year. If you have any questions about this report, please do not hesitate to ask the Chief or any members of Council or senior staff.

Chi Miigwetch

Chief R. Stacey LaForme

Councillor Erma Ferrell

Councillor Margaret Sault

Councillor Evan Sault

Councillor Veronica King-Jamieson

Councillor Casey Jonathan

Councillor Cathie Jamieson

CHIEF AND COUNCIL

The Mississaugas of the New Credit First Nation (MNCFN) Chief and Council are responsible for the governance of the reserve, and the provision of public services, programs and infrastructure, such as roads, bridges, water and sewer lines to its residents. The Council is the authority responsible for approving the policies and procedures that regulate the provision of services as well as the staff. Essentially, staff have no authority except through the implementation of policies approved by motion of Council.

On a broader level, the Chief and Council are also responsible to attend to provincial and federal matters that may and do impact on the MNCFN and its citizens.

The following synopsis provides a highlight of activities the Chief and Council has been involved in over the past year:

Chief and Council Highlights

Toronto Purchase Settlement Agreement and Trust Agreement

As per the terms of the Trust Agreement Council held three community meetings during the course of the year, which included the Annual Trust Report by the Trustee, discussion regarding possible future use of funds and an update of the Revenue account funds received and expenditures. That is, as per the Trust Agreement, a minimum 4% of the income from investments is to be paid into the Revenue account, and to the extent there is insufficient Annual Income, the balance shall come from the capital. The funds are to be used, in the first instance, for the Community Wellness Policy (up to \$1,500 per year per member), and the Estate Policy (\$10,000). Funds remaining may be used for negotiating further land claims, education, health, housing, culture, economic & community development and reasonable administrative costs. (see L/R/M Department for further details).

Due to the rate of return on investments, Council amended the Community Wellness Policy (Schedule B) to increase the reimbursement to \$3,000 for the fiscal year 14/15; thereafter the reimbursement amends back to the \$1,500.

Organizational Review

The Mississaugas of the New Credit First Nation Organizational Review was completed in May, 2014. As of March 31, 2015, seven of these recommendations have been completed with more in earlier stages of implementation. The completed recommendations are:

- Establish position of Human Resource Officer in Administration.
- Review MNCFN salary grid and potentially update and revise in 2014/15.
- Review, and as necessary, update current job descriptions. Review job descriptions as part of annual employee performance assessment, with a formal comprehensive review every five years. *10 have been completed.
- Establish position of Payroll/Financial Officer in Finance Department, and assume responsibility for financial services for MNCFN businesses.
- Establish Consultation and Outreach office separate from LRM with three recommended positions until additional resources secured.
- Have director of SED continue to participate in the consultation review committee, especially for negotiation of business opportunities.

Pan/Parapan Am Games

The Pan Am/Parapan Am Games will be held in Toronto this summer. Some of the milestones MNCFN has achieved leading up to the Pan Am/Parapan Am Games include: signed Protocol Agreement; speaking roles for MNCFN at all major opening events; MNCFN PAGS website; MNCFN PAGS monthly newsletters; establishment of the Pan Am Games Secretariat; Allegra Agreement - promotional material; MNCFN Torch relay site; MNCFN Seven Generations Torch Concept; Fort York Cultural Village

Agreement; Fort York Gala Commitment; ticket purchase for community involvement; secured Host hotel venue; Frontrunners incorporation in opening ceremonies; progression on lighting of Three Fires; community events; twelve corporate and government partners confirmed and an additional four tentative partners pending and various other contacts made.

Rouge River Valley Tract Claim

One of the land cessions researched more indepth was the Rouge Valley Claim that was not surrendered by the Mississaugas of the Credit, but by the Williams Treaty First Nations. The Mississaugas of the New Credit First Nation was not a signatory to the Williams Treaty.

It is anticipated that MNCFN will be in a position to submit a claim of unextinguished aboriginal title to the Federal and Provincial governments in 2015, on the basis that the Rouge River Valley Tract forms part of the territory of the direct ancestors of the MNCFN and the fact that the Rouge Valley Tract has never been lawfully surrendered by MNCFN or its ancestors.

To support this Claim MNCFN contracted Joan Holmes and Associates, Inc. to prepare the following Historical Reports:

- Traditional Lands Claim of the Mississaugas of the New Credit First Nation, Jan. 2011
- Mississaugas of the New Credit First Nation Gunshot Treaty and Williams Treaties Joint Research Project, March 2013
- Mississaugas of the New Credit Five Additional Research Issues, March 2014
- 1701 Nanfan Deed, November 2014

Aboriginal Water Claim

The Aboriginal Water Title is for the purpose to examine pre-Confederation Upper Canada land cessions to which the Mississaugas of the Credit were signatories in order to determine whether any waters were specifically included or excluded from those land surrenders. This project will be used by this office as a potential claim and by the Department of Consultant and Accommodation Office.

Association of Iroquois and Allied Indians (AIAI) Withdrawal

Mississaugas of the New Credit First Nation withdrew from membership in AIAI in favour of renewing relations with the First Nations who were a part of our historical Three Fires Confederacy.

8392692 Canada Inc.

In January of 2013, MNCFN established 8392692 Canada Inc. to house our First Nation's off-reserve renewable energy businesses. The Board, made up of six MNCFN Councillors, oversee the partnerships we currently have with solar companies, to provide non-taxable revenue to Mississaugas of the New Credit First Nation. The existing members of Council who preside on the board will be replaced by MNCFN band members in 2015.

LSK Expansion Committee

The LSK School Expansion Committee focuses specifically on the expansion of LSK Elementary School. The committee is comprised of the ECC Supervisor, Education Director, LSK Education Authority Chair, Councillors Sharon Bonham and Clynt King (who are the Chairs of Education & Social Services Council), and internal physical resources as needed. Subsequently, the Director of Public Works and the LSK Caretaker/Maintenance Supervisor were added to the Committee.

Since 2012, the School Expansion Committee has met a number of times to discuss the expansion, develop ideas and identify needs, and begin the process of charting the path forward. Most recently the School Expansion Committee has acquired services to complete a draft *Terms of Reference* for the Provision of Architectural and Professional Services for an expansion feasibility study. Early drafts have been prepared and reviewed by the Committee.

MNCFN Council House Restoration Committee

An application was submitted and approved to the Ontario Trillium Foundation to look at the possibility of restoring the 132-year-old building. Tasks completed during the fiscal year consist of hosting an open house announcing the grant; assessment to establish the location and type of Hazardous Building Materials incorporated in the structure(s) and its finishes; a building condition assessment; conducted Sharing Stories and Round Circle Chats; and completed historical research on the building. Councillor Erma Ferrell represents MNCFN Council on this committee.

External Appointments

The MNCFN Chief and Council represent the interests of our membership on the following committees and boards.

Aboriginal Labour Force Development Circle

The ALFDC receives funding for Employment and Training from Service Canada, and is responsible to provide funding agreements with its members. The body reports to a board comprised of representatives of its members, and MNCFN is represented on this board. MNCFN's Local Delivery Mechanism receives annual funding and is located in the Social & Health Services building. Councillor R. Stacey LaForme represents MNCFN at the Aboriginal Labour Force Development Circle, and Councillor, Larry Sault is the alternate.

Ganohkwasra Family Assault Support Services

Ganohkwasra provides a number of services for victims of family violence which include Community Education, Next Step Housing, Outreach Services (crisis line and walk-in), the Shelter, and the Youth Lodge (12-18 yrs of age). MNCFN has one Councillor, Cecil Sault, on the Ganohkwasra Board of Directors.

Native Horizons Treatment Centre

Native Horizons offers a six-week co-ed, residential, culturally-based treatment program. The program includes individual and group counselling, psycho-educational sessions, experiential learning, and recreational programming. Programs include traditional and cultural practices and ceremonies. Also offered are follow-up and outreach services. Councillor Cecil Sault represents MNCFN on the Native Horizons Board of Directors.

Lake Erie Region Source Protection Committee

The Lake Erie Region Source Protection Committee will guide the development of four source protection plans, one for each source protection area within the Lake Erie Region: Grand River, Long Point Region, Catfish Creek and Kettle Creek.

The development of the plans will involve municipalities, farmers, businesses, industry, residents and others. The committee's role is to guide the collaborative process that will identify the sources of drinking water, the threats to water quality and water supplies, and propose actions that can be taken to protect municipal drinking water supplies. Chief Bryan LaForme and Councillor Clynt King represent MNCFN on this committee.

Brant Child and Family Services

Brant Child and Family Services provides child welfare services in Brantford, Brant, Six Nations, and Mississaugas of the New Credit First Nation. MNCFN is represented on the Board of Directors by Councillor Sharon Bonham.

Tom Howe Landfill Community Liaison Committee

The purpose of this committee is to keep informed on the activities at the landfill site and to review the monitoring reports. For this purpose the Committee engages the services of a hydrologist, Wilf Ruland to concur with the Reports and confirm the site is operating in compliance with the sites Certificate of Approval and the Landfill Site Agreement. The site is scheduled for closure in October, 2015.

DEPARTMENT: ADMINISTRATION

Executive Finance Council

Chair: Arland LaForme and Stacey LaForme

Staff

Executive Director: Cynthia Jamieson

Executive Assistant: Deb Aaron

Human Resources Manager: Caitlin Montgomery

Records Manager: Jenny Henry

Receptionist: Annette Hottinger (sick leave) Acting, Carolyn Brant

Council Recorder: Charlotte Smith

Activities

The function of administration is to provide overall direction, monitoring, guidance and support to the departments of Council, as well as support required by Council. Support provided includes the following:

- Coordinated and participated in the process of reviewing established policies as required, such as revisions to the Employment Policy.
- Processed benefit (health) claims as required.
- Ensured Human Resources practices were in place as required by various departments throughout the hiring process. Vacancies were created due to resignations, maternity leave, and sick leave.
- Preparation of weekly Council meeting packages and follow up with minutes, motions and directions.
- Compiled annual budgets and work plans for Council review and approval.
- Health & Safety meetings and follow up.
- Planning and participation in Council/Admin. Night of Caring Together Week.
- Impact analysis and recommendations to Council regarding Federal/Provincial initiatives.
- Employee Christmas Fund.
- Took lead and/or provided assistance in special projects such as:
 - Participated on the Organizational Review Team Committee.
- The 'Additions to Reserve' submission to Aboriginal Affairs and Northern Development Canada (AANDC) involving 42.8 acres (formerly the Kuiper property) follow-up with regards to the latest issues raised by AANDC which include:
 - Easement Agreement with Haldimand Hydro (HH) vs. Ontario Hydro draft has been completed and accepted by both parties.
 - Environmental site assessment became stale-dated (after 5 years) and must be re-done.
 - Letters from Ministries became stale-dated (after 2 years) and must be re-done.
 - Process also delayed due to AANDC requesting MNCFN meet with Six Nations regarding their claim of "adverse impacts to their Aboriginal and Treaty Rights"; meetings were arranged but cancelled by Six Nations.
 - TO Purchase Settlement and Trust Agreements.
 - Communications with TD Trust and TE Wealth regarding reporting to council.
 - Community meetings as per the Trust requirement (ie 3-4 annually regarding funds received, receive input regarding planned expenditures, and funds expended).

DEPARTMENT: FINANCE

Executive Finance Council

Chair: Arland LaForme and R. Stacey LaForme

Staff:

Director of Finance: Lilia Moos

Accounts Clerk: Kelly Greene

Accounts Clerk: Crystal Jacobs

- Millard, Rouse & Roseburg LLP Chartered Accountants 9th year of audit engagement
- Monthly financial reporting to Council and departments
- Quarterly & Annual co-ordination of long-term investment performance reporting
- Ongoing Electronic Funds Transfer system for Post Secondary students living allowances requests & welfare bank to bank automated transfers
- Accounts Receivable expanded to include direct debit
- Accounts Payable increased Electronic Funds Transfer Payments to suppliers and Community Wellness recipients
- Insurance
- ACCPAC accounting system upgrades
- Update Capital Assets Accounting System and Policy as per INAC requirement (ongoing)
- Monitoring cash flow with regards to investments, bank account and reserves
- New Fiscal funding arrangements ensure monies received and distributed accordingly and expended in a timely manner in accordance with arrangements and GAPP
- Assist departments in meeting their reporting requirements, deferred revenues and address variances
- Ensure the Yearly Audit of the MNCFN operation is complete and submitted by deadline including working with auditors to ensure MNCFN accounting issues are resolved (e.g. Condensed Financial Statement for funding compliance reporting)
- Departmental archiving
- Assist LMR with INAC Land Claim Advance loan monitoring & financial reporting
- Community Trust grants review & financial reporting
- Gaming Sharing Agreement monitoring of revenues, funded projects and audit reporting requirements
- Finance policies update – As required
- Monitoring Toronto Purchase Investments and payouts for Wellness and Estate policies disbursements and audit reporting requirements
- Provided general assistance related to Finance to various departments as required, including:

Economic Development

- Winger repayment monitoring
- NC Gas & Variety and Country Style monitoring & audit readiness

Public Works

- On-Reserve Housing program policies and CMHC financial reporting for all projects under section 95
- Secure and analyze quotes from banking institution for on-reserve banking program

Social and Health Services

- TPAR & AAR reporting –program reporting and reconciliation

Ekwaamjigenang Children's Centre

- AAR reporting – program reporting and reconciliation
- 2014-2015 Audit Summary is attached (the full 2014-2015 MNCFN Council Audit is available for review by MNCNF Band members at the AGIMAW GAWIG [New Council House]).

DEPARTMENT: CONSULTATION AND ACCOMMODATION

Staff:

Administrative

Director: Mark LaForme

Office Manager: C. Dale Sault

Archaeological Coordinator: Megan DeVries

Consultation Manager: Fawn Sault

Core Field Liaison Representatives (Archaeological and Environmental)

Logan Martin-King

Alison LaForme

Chris Tobicoe

Gilbert LaForme

Grant LaForme

Jamie LaForme

Joe Gouthro

Leah Sault

Lisa Sault

PJ LaForme

S. Mike Maracle

Sandra Sault

The 12 above named Field Liaison Representatives (FLRs) have been with the MNCFN Monitoring Program since the beginning in 2012. These FLRs are the core group of FLRs for the MNCFN-DOCA.

When necessary, additional FLRs are brought on under a contract for Archaeological Monitoring and only as needed. Additional FLRs brought on under contract are not considered as part of the core group of FLRs.

Office Opening

On January 5, 2015, the newly created Department of Consultation and Accommodation (DOCA) officially commenced business as a department of the MNCFN to address matters pursuant to the "Duty to Consult". "Duty to Consult" is a crown obligation, as ruled by the Supreme Court of Canada, for any development, construction, etc. occurring within the Traditional Territories of the First Nations of Canada.

The first two months at DOCA were spent setting up the offices. Everything necessary to function effectively as an office was required. This includes desks, chairs, computers, printers, photocopier, pens, pencils, paper, a telephone system, and telephones; virtually everything an office requires for operation.

Field Liaison Representative Training

Archaeological Monitoring in the field did not begin until late April of 2015. This allowed the MNCFN-DOCA the opportunity to provide certified Environmental Monitor Training to the core group of FLRs during the months of February, March, and part of April 2015. Immediately upon conclusion of this training, the Environmental and Archaeological field work began in earnest. In light of this, the timing of the Environmental Monitor could not have been better.

DEPARTMENT: EDUCATION

Education and Social Services Council

Chair: Clynt King and Sharon Bonham

Staff

Director of Education: Amanda L. Sault
Education Assistant: Katelyn LaForme
Education Clerk: Thelma 'Pet' King
LSK School Principal: Louise Hill
LSK School Secretary/Office Manager: Andrea King-Dalton
LSK School Counsellor: Connie Powless
LSK Special Education Resource Teacher: Carla Miller and Elizabeth Caers (Part time)
LSK Language Teacher: James Shawana
LSK Teacher Librarian: Elizabeth Caers (Part time)
LSK Kindergarten/Grade 1 Teacher: Tammy Sault
LSK Grade 1/2 Teacher: Ramona Cychner
LSK Grade 2/3 Teacher: Danielle MacDonnell
LSK Grades 4/5 Teacher: Dale LaForme
LSK Grades 6 Teacher: Catherine Shawana
LSK Grade 7/8 Teacher: Scott Hill
LSK Educational Assistant: Karl King
LSK Educational Assistant: Colleen Hopman
LSK Educational Assistant: Caitlind Nobbs
LSK Educational Assistant: Tracey Hess
LSK Registered Early Childhood Educator in KG: Katharine Brown
LSK Registered Early Childhood Educator in ½ classroom: Tara Jones
Community Trust funded Music Teacher: Loril Shannik

Administration

The Director of Education manages the overall administration and ensures that all programs are within the policy guidelines and all appropriate reports are submitted to the MNCFN Chief and Council. The Director of Education ensures that the Elementary School programs are conducted in accordance with Provincial Guidelines, the goals of the LSK Education Authority and the goals and objectives approved by the MNCFN Chief and Council. On all matters related to the Elementary School, the Director of Education reports directly to the LSK Education Authority on a monthly basis, or as needed.

LSK Education Authority

Board Members – Chair: Margaret Sault, Co-Chair: Kerri King, Shannon P. King, Evan Sault, Eric Sault, Fawn Sault.

The Education Authority is in their eighth year of operation. The LSK Education Authority is mandated by the MNCFN Chief and Council, with responsibility for the Lloyd S. King Elementary School via the Director of Education, who in turn, bears responsibility through the Principal. The LSK Education Authority meets the 1st Tuesday of each month, with meetings continuing throughout the summer months when school is not in session. All meetings are open to the general membership of the MNCFN.

Throughout most of 2015 the LSK Education Authority will be under a comprehensive evaluation. The LSK Education Authority Review Consultant will be appointed by the MNCFN Chief and Council. The purpose of the LSK Education Authority Review will be to provide a detailed review ensuring that the Guiding Principles, Code of Ethics, Structure and Composition, Mandate, Roles and Responsibilities, and Planning and Priorities are being met; To determine the feasibility of the Education Department, and in essence, the LSK Education Authority, in taking on additional management of the Ekwaamjigenang Children's Centre.

AANDC Reporting

Yearly AANDC reporting deadlines were met by the Director of Education (i.e.: Nominal Roll for Elementary, Secondary, Special Education and Post Secondary programs, as well as non-core funded programs such as New Paths for Education.)

Nominal Roll Reporting – Elementary and Secondary
LSK Elementary School – Enrollment - 129 (129 FTE)

Sr. K. – 5	Gr. 3 – 13	Gr. 6 – 14
Gr. 1 – 14	Gr. 4 – 14	Gr. 7 – 18
Gr. 2 – 24	Gr. 5 – 12	Gr. 8 – 14

Secondary School – Enrollment – 64 (64 FTE)

Hagersville – 30
Assumption - 1

Bloomsburg Public School – 2
Brantford Collegiate - 2

Additional Funding

Proposals were submitted to AANDC and additional funding was obtained for Improving School Effectiveness, Teacher Recruitment and Retention, and Parental and Community Engagement.

The majority of the funding for Teacher Retention and Recruitment and Improving School Effectiveness was secured to support additional training for the Lloyd S. King Elementary Staff and Supply Staff at the annual Historical Gathering and Education Conference. Community based cultural and language initiatives were funded under the Community and Parental Engagement funding.

The Department of Heritage Canada – Aboriginal Peoples Program provided funding to support Anishinaabe language classes and cultural workshops that were open to the MNCFN community.

Breakfast Clubs of Canada provided additional funding to support the breakfast program administered by the MNCFN Social and Health Services Department.

Post Secondary

MNCFN is responsible for administering the Post Secondary Student Assistance program for MNCFN members and Inuit living in Ontario.

Total number of Post-Secondary students funded

MNCFN – 82 Full-time, 5 Part-time

TCU – 48 Full-time, 1 Part-time

Total number of Post-Secondary students unfunded
MNCFN – 27 Full-time, 3 Part-time TCU – 26 Full-time, 1 Part-time

School Expansion Committee

Members - Chairs of Education and Social Services Council Sharon Bonham and Clynt King, Director of Public Works, LSK Caretaker/Supervisor, Ekwaamjigenang Children's Center Supervisor, LSK Education Authority Chair, Director of Education, Derek Hill OFNTSC representative.

MNCFN Education & Social Services Council created a committee (LSK School Expansion Committee) that will focus specifically on the expansion of LSK Elementary School. The new committee will be comprised of the ECC Supervisor, Education Director, Education Authority Chair, Councillors R. Stacey LaForme and Kerri King (Chairs of Education & Social Services Council), and internal physical resources as needed. Subsequently, the Director of Public Works and the LSK Maintenance Supervisor were added to the Committee.

The LSK School Expansion Committee has met a number of times over the course of the year to discuss the expansion, develop ideas and identify needs, and to begin the process of charting the path forward. In July 2014, the School Expansion Committee acquired the services of Two Row Architect to complete a draft *Terms of Reference* for the Provision of Architectural and Professional Services for an expansion feasibility study.

The objective of this project is to provide the Mississaugas of the New Credit First Nation Chief and Council and the Education Department with a detailed study for the proposed addition/renovations to the existing school.

The Expansion Study was slated to take approximately 24 weeks (6 months) to complete. The Consultant Services were awarded to Two Row Architect. Work began in September of 2014 but timelines for this project have lagged.

Graduation Awards, Sponsored by the MNCFN Community Trust

The MNCFN Community Trust approved a proposal for the Graduation Awards. The funding for the Graduation Awards was distributed in the following categories:

Elementary–15 Secondary–15 College–10 University–7 Post Graduate–0

Political First Nation Educational Issues

No updates.

Southwestern Ontario Independent Aggregate School Group

Through the Director of Education, MNCFN maintained a seat on the Indigenous Education Coalition (IEC) Board of Directors. MNCFN had partnered with IEC in an AANDC proposal under the First Nation Student Success Program. The LSK Elementary School was able to use the FNSSP funding for Student Success Planning, Performance Measurement, and Student Learning Assessments. In September 2014, MNCFN withdrew its membership from the IEC.

In February 2014, the Education Department has consulted with Aboriginal Affairs and Northern Development Canada in regards to the First Nation Student Success Program. Since then, liaison with the Chippewas of the Thames, Kettle and Stony Point and Walpole Island First Nations was established regarding next steps on the FNSS Program for those First Nations that have not been satisfied with IEC administration of the program. However, as these Nations were still a member of the IEC organization, it is our understanding that similar discussions were held with their Chief and Councils. The Education Department inquired on the possibility of accessing FNSSP directly with AANDC we were informed that a standalone application would not be entertained or considered. In order to access the First Nation

Student Success Program, Kettle & Stony Point First Nation elected to administer the program and submit an application to AANDC; hence the Southwestern Ontario Independent Aggregate School Group was formed.

The Principal/Program Manager has experience in administering this program in the past and volunteered Kettle & Stony Point to prepare the proposal and complete the reporting. The First Nations who are also in support of forming an aggregate group are Kettle & Stony Point First Nation, MNCFN, Aamijwaaang First Nation, Bkejwanong Territory, Chippewas of the Thames, Delaware Nation, and Oneida Nation of the Thames. Kettle and Stony Point drafted a First Nation Student Success Partnership Agreement and MNCFN signed agreeing that:

1. Each First Nation joining this group will sign a letter of community support by an authorized signatory. A copy of this letter will be forwarded to AANDC and included in the original submission.
2. One First Nation will agree to act as the lead in this aggregate group. They will assume responsibility to ensure that all reports are complete and forwarded to the Department. They will ensure that all financial requirements are followed and they will be responsible for the distribution of all funds to the member communities. They will ensure that all financial regulations and auditing requirements are adhered to. In return for these services, the host First Nation will be entitled to the Department's 10% Administration fee to help offset expenses.
3. Each community will be a signatory to Terms of Reference and a Partnership Agreement which will clearly outline responsibilities and requirements of the First Nation Student Success Program.
4. Each participating school agrees to share its student data and information with the Host First Nation to assure that AANDC reports can be submitted in a timely and prompt fashion.
5. Each participating First Nation agrees to track and record all FNSS expenses in a separate department or financial Cost Centre and to maintain these expenses as part of their auditing process for the fiscal year.
6. The Host First Nation will prepare the initial FNSS submission with input from all communities. Identified joint projects within the submission will also be included; this can include, but is not limited to, professional development opportunities and technical supports.
7. Each school agrees to be in compliance for all FNSS requirements, including student assessment and data collection.

DEPARTMENT: EKWAAMJIGENANG CHILDREN'S CENTRE

Education and Social Services Council

Chair: Clynt King and Sharon Bonham

Staff

Supervisor: Patti Barber RECE
Asst. Supervisor: Dede Reiach RECE, ECEC
Cook: Kathie Thompkins
Ojibwe Language Instructor: Tena Sault
Classroom Assistant: Ashley VanEvery
Resource Teacher: Terry Willemsvandyk

Registered Early Childhood Educators:

RECE: Bonnie Smith
RECE: Shannon King
RECE: Terri Jo Johnson
RECE: Kristine Kerfont
RECE: Melissa Carter
RECE: Jimi Green
RECE: Greg Montour
RECE: Geeg Hill

Licensing

In the past fiscal year, April 1, 2014 to March 31, 2015, Ekwaamjigenang Children's Centre was licensed for 65 childcare spaces for children aged 0-5 years. The trained staff provide a culturally based, positive learning environment for the children through a variety of planned emergent curriculum activities based on the interest and developmental needs of the children.

Ekwaamjigenang is subject to an annual license renewal inspection by the Ministry of Education (MEDU). A regular Day Nurseries license was issued by MEDU on September 15, 2014, and the Centre was found to be in 100% compliance with the requirements of the Day Nurseries Act; this license expires on August 31, 2015.

Number of families and children served

In the past fiscal year, the Centre served 59 families and 44 children.

Staff Training

Ekwaamjigenang Staff attended a variety of professional development and networking opportunities in the Brant, Haldimand/Norfolk and Southwestern First Nation areas. Ekwaamjigenang staff received the following training: Recertified our First Aid and CPR, *Child and Family Services Act* "Duty to Report" review, and health and safety training for lifting and back safety. Throughout this year we worked with a consultant on enhancing emergent curriculum, program plan development and children's mental health. Frontline staff also attended a variety of professional development workshops, some of which included FASD training.

Playground

As per the Day Nurseries Act, a certified playground inspector inspects all playground equipment annually. The playgrounds were inspected on May 7, 2014, with the annual report noting that the toddler bike path asphalt was crumbling and posed a tripping hazard. The Toddler bike path was resurfaced with rubberized surfacing. Additionally, split seams and holes were repaired in the rubber surfacing in both playgrounds. It is once again being recommended that we remove the swing set frame from the preschool playground. All other areas were in compliance with the CSA Standards with the exception of the height of the one slide in the preschool playground.

Outside meetings/Development

The Office Staff assess the administration program quality using the “Program Administration Scale.” Staff worked closely with the Lansdowne Children’s Centre Resource Teacher Supervisor, who is a rotating chair of the South West Region Progressive Early learning Aboriginal Centres of Excellence Network (SWR PEACE Network), which meets monthly.

Internal Networking

Collaboration and information sharing is ongoing between the Education Office, Community Health Office, Social Services, Healthy Babies Healthy Children Program and LSK Elementary Staff. The Supervisor is a member of the Lloyd S. King Expansion Committee and also a member of the MNCFN Early Learning Committee.

Political Activities

There is direct financial reporting and involvement with Ministry of Education and the Aboriginal Labour Force Development Circle for the First Nation Inuit Childcare Initiative Funding.

DEPARTMENT: PUBLIC WORKS

Infrastructure and Development Council

Chair: Erma Ferrell & Larry Sault

Staff

Public Works Director: Barbara Hill
Public Works Assistant: Brandy Vinnai
Infrastructure Maintenance Worker: Craig King
Infrastructure Manager: Brandon Hill
Infrastructure Manager Assistant: Matthew Sault
LSK Caretaker/Maintenance: Trenton Hill
LSK Caretaker: Mervin Longboat
Casual Caretaker: Kelly Henry & Joni Henry

Contract Caretakers:

Maawi Gnawending (Social & Health Services): Kenneth Sault
Rumpus Hall/Administration Building 1: Lorraine Sault
Agimaw Gamig Administration 1: M. Blake Martin

Infrastructure

Roads

Routine roadside maintenance (grass cutting), hardtop maintenance (patching), loose top maintenance (grading), winter control (snow plowing and removal) and maintaining road signs were performed on an ongoing basis throughout the year.

Major road projects

- Completion of Design Drawings and Tender Package for Bridge 13, Mississauga Road 125 & Bridge 16, Mississauga Road 126
- Resurfacing/shoulder work on Tuscarora Road No. 251

Buildings/Grounds

Routine maintenance of grounds/parking lots that included grass cutting and snow removal were performed on an ongoing, as required basis. Maintenance to the band-owned buildings was performed on a regular basis, with numerous repairs completed throughout each building. Annual fire extinguisher services were performed on all band-owned buildings.

Major projects included

- Administration Building 1 – Repair to sidewalk and installed new flat roof membrane; installed heat/cooling to media room
- Administration Building 2 – Replaced 4 metal doors, replaced kitchen faucet and installed thermal window unit, and replaced flooring in bathroom
- Council House – An application was submitted & approved to the Ontario Trillium Foundation to look at the possibility of restoring the 132-year-old building. Tasks completed during the fiscal year consist of hosting an open house announcing grant; assessment to establish the location and type of Hazardous Building Materials incorporated in the structure(s) and its finishes; a building condition assessment; conducting Sharing Stories and Round Circle Chats; and completing historical research on the building
- Enterprise Building – Installed hollow metal door and frame, installed cleaning station, and installed exhaust fan
- Community Centre – Took over cleaning & maintenance of the building. Caretakers were on-site for 175 rentals days

- Cemetery – At the Mississauga Road No. 125 cemetery a display may case was reinstalled. Assistance was provided to six (6) families for plot sites and six (6) companies to install monuments
- Lloyd S King Elementary School – Painted interior doors; repair to roof cause by snow/ice and installed a heat line; installed hand free facet; dug out swale at school parking lot drainage, replaced eight (8) fire alarms smoke detectors and two (2) emergency light heads; replaced nineteen (19) brush door sweeps, two (20) new hinge systems, two (2) new hinges, twelve (12) door closures & extension repair to five (5) doors; replaced bathroom stalls; refinished wood columns and beams on exterior of building; and replaced rug to tile in one (1) classroom

Equipment

Regular safety inspections, oil changes and general maintenance were completed on band-owned equipment, including the grader, backhoe, trucks, sander, tractor, lawnmowers, sweeper & weed eaters. A John Deere Tractor with attachment, to replace 1978 Grader & a front mount mower, were purchased.

Piped Water

Routine maintenance of flushing fire hydrants (approximate 126), exercising auxiliary hydrant valves (approximately 126), water main valves (approximately 82), & 5 Manual Air Release Valves, 1 Automatic Air Release Valve & 1 Blow off were performed. Additionally, chlorine residual, ph and turbidity readings were performed throughout the year, totaling approximately 520 readings to ensure that the water in the distribution lines met the regulations and standards for safe drinking water. One fire hydrant was repaired.

Monthly water usage readings were undertaken for approximately 200 customers & twenty-three (23) band-owned buildings. Approximately 1,666 water/wastewater payments were received & seven (7) new cards were issued for the truck fill. MNCFN was invoiced by Haldimand County for usage of approximately 75,971 cu meters of water for customers on the waterline and the truck fill depot supplied approximately 37,368 cu meters of water to truck haulers.

Piped Wastewater

Routine maintenance on the lagoon, E1 systems & lift stations was performed throughout the year. Testing for ammonia, BOD, TSS, total phosphorus, TOC, nitrate/nitrite & EC were sent to the lab for approval prior to discharging the lagoon.

Major work included:

- Lift Station 1 & 2 - Replaced a pump in Lift Station 1 & 2, installed and changed three (3) sewer tanks;
- Lagoon Building – Painting of interior walls & floor, install siding, soffit/fascia & eaves troughs;
- Lift Station Building 2 – Replacement of roof, soffit/fascia, eaves troughs & remove/re-install siding of gable walls & installed a surge protector & flow meter;
- Lagoon – Repair the precast concrete outlet structure in north cell& repair to drainage structure

The Water/Wastewater operators continue with in-class & on-the-job training that is mandatory in order to maintain their certification for water distribution, wastewater collection & wastewater treatment.

Fire

Public Works Department oversees the Fire Agreement between Haldimand County and the Mississaugas of the New Credit First Nation. For the purposes of this agreement, fire protection includes fire prevention and public education, fire suppression and life rescue from fire, life rescue from incidents or accidents other than from fire, basic first aid medical assistance at emergency sites, and basic response for the suppression or containment of hazardous materials. There were twenty-two (22) occurrences for MNCFN during the calendar year of 2014, that consisted of four (4) vehicle accidents, two (2) vehicle fires, three (3) alarms, seven (7) medical assists, two (2) structural fires, two (2) grass fires, one (1) carbon monoxide alarm & one (1) ruptured gas line.

Solid Waste

Households on-reserve hauled approximately 109.14 tonnes of waste to the landfill site from April 1, 2013 to March 31, 2014. There were approximately thirteen (13) requests for landfill cards issued to on-reserve band members – six (6) new and seven (7) lost/misplaced cards. The Public Works Department is working on a solid waste management policy and an agreement for curbside garbage/recycling program in preparation for the closure of the Tom Howe Landfill Site in October of 2015.

Recycling Program

Public Works continues to provide a recycling program, with weekly pickup scheduled on Tuesdays of every week. There are presently 139 households & band-owned buildings signed up for this program. Based on a calendar year (January to December), approximately sixty-nine (69) participants are recycling regularly, with an average pickup of fifty-seven (57) households per week. Based on a calendar year (January to December), households on-reserve generated approximately 3.63 metric tonnes of Blue Box material (aluminum & plastic), and 11.35 tonnes of mixed paper.

Tom Howe Landfill Site (THLFS)

The Infrastructure Manager & Infrastructure Manager Assistant, along with a contracted hydro-geologist, continue to monitor the landfill site to ensure that the landfill is operated in accordance to the agreement between Haldimand County & the Mississaugas of the New Credit First Nation. This has resulted in four (4) decommissioned testing wells that were adjacent to Tom Howe Landfill Site. The Tom House Landfill Site closure is scheduled for October 31, 2015.

9-1-1 Signs

Public Works takes requests and installs the initial 9-1-1 signs, as well as maintaining an up-to-date 9-1-1 listing. Property owners are responsible to maintain and ensure that their 9-1-1 sign is visible for emergency service providers, such as the ambulance, police and fire.

Reporting Requirements

Completed and submitted all required reports to AANDC (Aboriginal Affairs & Northern Development Canada), MTO & WDO:

- Integrated Capital Management System Reporting (ICMS)-Community Infrastructure and Housing Annual Report & ACRS Project Annual Reports
- First Nation Infrastructure Investment Plan Annual Update (FNIIP)
- Certificate of Completion for Capital Projects
- Environmental Assessment Screening
- Ministry of Transportation (MTO) Final Submissions for Road Subsidy
- Waste Diversion Ontario (WDO) Data Call

DEPARTMENT: SOCIAL AND HEALTH SERVICES

Education and Social Services Council

Chair: Clynt King and Sharon Bonham

Staff:

Director: Helen Tobias, Rachelle Ingrao
Administrative Assistant: Cheryl LaForme
Receptionist/Secretary: Stephanie L. LaForme
Administrative Clerk: Shelda Martin
Community Health Supervisor: Deanna Sault
Community Health Nurse (CHN): Deanna Sault
Community Health Representative (CHR): Sheila Sault
Community Health Clerk: Janice Mt. Pleasant
RN/Home Care Coordinator/Home and Community Care Supervisor: Dawn Clarke
Registered Practical Nurse (RPN): Frances LaForme
Personal Support Worker (PSW): Dayna Woodruff
Personal Support Worker (PSW): Linda VanEvery
Personal Support Worker (PSW): Tara White
Home Care Maintenance Worker: Craig King
Home Care Respite Worker: Joyce Truckle
Early Child Development Worker: Leslie Sault
Community/Family Support Supervisor: Leiloni Montour
Healthy Babies/Healthy Children: Elizabeth King
Family Support Worker: Tanya LaForme
Family Support Worker: Connie Henry
Family Support Worker: Patricia Jamieson
Mental Health Worker: Kari Sault
Children's Mental Health Worker: Desiree Bertrand
Community Support Worker: Shelly King
Community Wellness Worker: Hayli Sault
Community Wellness Worker: Donna Sault
Cook: Harvarena King
Program Liaison Worker: Stephanie D. LaForme; Valarie King Greene, Michele LaForme
Welfare Case Worker: Veronica Jamieson, Stephanie D. LaForme
Employment Supports Worker: Shirley LaForme
Fitness Coordinator: Krystal Van Every, Taylor King
Employment and Training: Michele King

Community Health Unit

The Community Health Representative

During the 2014/2015 fiscal, there were:

- 9 Prenatal Intakes
- 44 Prenatal Visits
- 3 Newborn & Post-Partum Follow-up visits
- 232 home visits for distribution

The prenatal intakes and visits include taking blood pressures and weights, along with all pertinent information regarding the client and her pregnancy; such as nutrition counseling, health & safety concerns, lifestyle, etc.

Additionally, the following programs and services are provided by the Community Health Unit:

- Monthly Breastfeeding Support Group
- Monthly Wellness Club (when possible);

- Deliver Hand washing presentation for each new group intake at Native Horizons Treatment Centre;
- Follow-up to dog bite reports (3 visits for each quarantined dog)
- Co-ordinate Rabies Clinic;
- Coordinate Emergency, Standard First Aid & Emergency First Aid trainings for staff and community members;
- Provided First Aid Station at LSK Track & Field;
- Co-ordinate Annual Health Career Fair;
- Participate in annual Open House for Social & Health Services;
- Co-ordinate various Community Diabetes Awareness Workshops & Events;
- Co-ordinate various Community FASD Workshops & Activities;
- Coordinate several Food Handling Courses for staff and community members;
- Collect and ship Bacteriological Drinking Water samples on a weekly basis and offer Bacteriological Drinking Water collection of community wells & cisterns;
- Co-ordinate Medicinal workshop;
- Assist with monthly head checks at LSK Elementary School;
- Assist with International Women's Day event;
- Coordinating of Teen Life Skills Workshop, Bike Rodeo, Heart Health Event, International Men's Day Event, Mother's Day Tea, National Family Week event, and Boobs & Beyond workshop;
- Accompanied EHO on a home mold inspection;
- Reports completed for sections of the following reports, ADE, FASD, IIHCP;
- Complete CHR monthly reports;
- CHR Christmas meeting in Chippewa of the Thames;
- Attended the following training/seminars/workshops: Drugs 101 Training; Addictions & Pregnancy Training; FASD one day training; NIHB training at Aboriginal health Centre in Brantford.

Community Health Nurse

Immunizations completed: 159

Non-Insured Health Benefits: Inquiries were received regarding the following non-insured benefits:

- physiotherapy;
- reimbursement form (2);
- eye (1);
- dental 3;
- Medical supplies & equipment (3);
- chiropractic care (1);
- drugs (2);

Community outreach and awareness activities included providing immunization information to new parents; flu information to community; school consents for immunization purposes; rabies protocol change; review of AED booklet in July; review of changes to Immunization of School Pupils Act and distribution of information; met with Dr. East regarding cancer care activities in September and brought the cancer screening bus to New Credit in December; provided Ebola training and community information; and advocated for infection/prevention and control of communicable disease by sharing information on available training for cleaning staff.

Additionally duties carried out included:

- Supervision of Community Health Representative; Community Health Clerk; Healthy Babies/Healthy Children Program Coordinator; Early Child Development Worker.
- Prenatal nutrition & breastfeeding programming

- Health & Safety related programming including the bike rodeo; rabies clinic; First aid & CPR certification; first aid kits for public works; Social & Health Services vans; and safe food handling certification.
- Diabetes related programming including traditional tobacco info session; medicine walk; yoga sessions; and dietician referrals.
- HIV/AIDS related programming including puberty packs; education sessions at Native Horizons Treatment Centre; Valentine's Dance; teen education session; and development of partnership with Community Support regarding National Native Addictions Week activities.
- Maternal Child Health including recommended changes for funding use; Mother's Day, Father's Day, Grandparents day events; international men's & women's day events; emergency first aid; recommendations made for setting up a postpartum depression internal process in August; and discussion of setting an internal program related to drugs/alcohol and pregnancy.
- ADI – recommended changes for this funding; recommended changes for internal foot care program; initiated child diabetes screen for elementary school aged children. Provided reflexology services available for Community.
- Attended training for Fetal Alcohol Spectrum Disorder/Child nutrition programming

Education

- Attended Public Health local network meeting
- Education sessions on nutrition
- FASD training.

Home and Community Care Program

In 2014/2015: The Home & Community Care (HCC) Program consisted of a Home & Community Care Coordinator/Home and Community Care Supervisor (Registered Nurse), a Registered Practical Nurse, three (3) full-time Personal Support Workers, one (1) part-time Personal Support/Respite Worker, one (1) part-time Maintenance Worker, one (1) part-time Cook, one (1) casual PSW. There were a total of 39 clients who received homemaking, personal care and nursing care. There were 30 Meals on Wheels clients. Foot care was provided to 24 clients, in-office or in the home. Maintenance work was provided to 22 clients, which included tasks such as light carpentry, insulation installed, cleaning windows, floor repairs, painting, door installation, water delivery, grass cutting, snow shovelling and wood cutting. Assessments and re-assessments were done every six (6) months or as needed. These assessments required 1.5-3 hours per client depending on the health and care needs of the individual client.

Social programs were also offered which included weekly euchre that was provided all year round, with 4-16 people attending. Each month there was a craft day with 1-5 clients participating. Monthly Socials were held with 15-25 people in attendance (increase in numbers when Six Nations seniors were also invited). All-Day Shopping continues to be offered on a monthly basis; 1 day for males and 1 day to females, with 4-6 clients utilizing this service in total. List Shopping is also offered on a weekly basis with 6-11 clients using this service consistently. Medical Transportation continues to be offered with fluctuations in usage. When medical transportation was denied or cancelled and if staff are available to provide this service, transportation was provided to appointments such as doctor appointments, dialysis, etc. Training for the Unit consisted of CPR/First Aid, Holistic Training and e-SDRT on-line training, chronic pain, medication safety & elderly, etc.

Ontario Works

In 2014 - 2015: Ontario Works provided the legislative framework for the provision of employment assistance and temporary financial assistance to people in financial need. There is one (1) full time Case Manager and one (1) part-time Employment Support Assistant. For the 2014-2015 fiscal year, the following social assistance was administered; in total \$367,948.75 was issued, \$329,792.03 to Band members, \$24,633.76 was Non-Band Members, and \$13,522.96 was issued to Non-Status. The average caseload for 2014-2015 was 40 per month, which remained the same as the previous year. In the last six (6) months, there was an influx of 45 clients. Additional funds toward Child Care Support, Transitional Support Funds and Emergency Fund requests were also issued. Our program continued to administer the Employment Supports components under Ontario Works Regulations. The Welfare/Employment Worker

has been attending workshops and meetings about the changes in the Ontario works Regulations/Directives and has been working closely with the computer software A. D. Morrison to ensure the software is changed to meet these directives.

Program Liaison

During the 2014/2015 fiscal, the Program Liaison worked closely with welfare and assisted approximately 13 resumes and job searches. The Program Liaison held a community-bullying workshop in February and there were 18 participants. There was a Science and Technology Camp that hosted six (6) participants. Additionally, an Open House was held, with approximately 100 people learning about services and programs offered. Additional outreach and program awareness activities were held during Caring Together week, with 200-250 participants per activity that had the opportunity to meet the staff and participate in activities designed to promote healthy lifestyle choices. The Roots of Empathy program was hosted in the grade 4-5 class at Lloyd S. King Elementary School for 23 students. There was a women's group held from January to March 2015, with 8-13 participants that attended weekly. There was a Summer Youth Science Camp with 7-9 participants that attended daily.

Healthy Babies Healthy Children Program

The primary focus of this program is early intervention with new mothers. There were 10 births and 35 families accessing HBHC services in 2014/2015. This program assisted new mothers and their babies through various services offered. During the 2014/2015 fiscal, the program focused on child development utilizing the Nipissing District Developmental Screening tool. There were a total of 217 visits provided. In addition, the following programs were offered: Car Seat Safety, Infant Massage (group and private), Bike Rodeo, Allergy Workshop, Children's Safety Workshop at Ekwaamijegang Children's Centre, International Women's Day lunch, International Men's Day dinner, FASD Awareness booth at Country Style and a Teen Girls Life Skills Workshop. A monthly Breastfeeding Support Group was co-facilitated with the Community Health Representative. Additional Community Health Programs the HBHC Coordinator assisted with are: Family Fun Day - Fetal Alcohol Spectrum Disorder Awareness (FASD), Breastfeeding Support Group 2nd Reunion, National Family Week dinner, FASD Workshop, Nutrition Bingo, Family Sleigh Riding, Community Valentine's Day Dance, and the annual events of the Community Picnic and Caring Together Week. The HBHC Coordinator also assisted with monthly checks for pediculosis at Lloyd S. King Elementary School.

Family Support Program

This program is focused on intervention and support for the clients that receive Family Support services. The Community/Family Support Supervisor is responsible for the following: Family Support Unit; Community Support Unit Mental Health Worker; Part-time Children's Mental Health Worker and the Program Liaison Worker. During the 2014/2015 fiscal year, counseling and support services were provided to approximately 100 clients, which included counseling support to those New Credit Students in all the local high schools on an as required basis. The program offered a Parenting Group this year. There were 8 participants. The program also offered a Choices Group, which utilized a behavioural approach to help youth address issues of domestic violence, aggression, assertiveness feelings, anger management, self-discipline, problem solving and healthy lifestyle choices. There were a total of 9 participants.

The Program also offered Roots of Empathy to the grade 4/5 students at LSK Elementary School. The Roots of Empathy Program is an evidence based program that has shown dramatic effect in reducing levels of aggression among school children while raising social and emotional competence and increasing empathy. There were 23 students in total. The Family Support Unit held workshops throughout the year. Additional activities performed by Family Support Unit were: Annual Walk for Violence Against Woman (8 participants), Moving Forward (7 participants), Honoring Our Elders (50 participants), The Fight Against Drugs (150 participants), Presentation on Drugs to Youth Groups (48 participants).

Community Support Program

The focus of this program is on prevention and education, as well as community awareness. The majority of the activities and services were prevention focused related to social skills development, and

strengthening the family and community unit. This program provided an After School Program for children aged 6 to 12. Enrollment was limited to 30 children and for the 2014/2015 fiscal year this program reached capacity. The Program offered three (3) Youth Groups per week in the evenings. There were 15 registered in the high school group, 13 registered in the grades 3, 4, 5 groups, and 20 registered in the grades 6, 7, 8 groups. The workers facilitated a social curriculum at Lloyd S. King Elementary School, which offered education in areas such as social skills, bullying, feelings, listening and personal awareness of the Seven Grandfather Teachings, along with the school curriculum. The Social Curriculum was offered to Grades 1 and 2 (59 students), Grades 7 and 8 (58 students), and Grades 2-3 and Grades 5-6 (58 students). However, during this fiscal year the social curriculum was only held once at the beginning of the school year and once in May 2015. There were 175 students that participated. The Social Curriculum was not offered to grade 4/5 as they participated in the Roots of Empathy Program.

Community Support delivered their annual summer camp during the 2014-2015 fiscal year. For the 2014-2015 camp sessions, there were 120 camp participants over four (4) two (2) week sessions. A March Break camp was facilitated by these workers and there were 30 participants and the March Break Blitz had 75 participants and attended swimming, bowling and mini putt. Community Support held the following community events which were all well attended: Community Christmas Party – there were 120 participants; Halloween – there were 100 participants, Easter Hop – there were 75 participants, Easter Hop breakfast – 120 participants, and 100 participants in the supper and costume judging; National Addictions Awareness week – 20 staff for day training, and community event there were 50 participants. The Community Support Program organized and hosted the Annual Hockey Tournament that took place in February 2015, and there were nine (9) teams registered. Two (2) of these teams were from Lloyd S. King Elementary School. The tournament was a huge success.

Mental Health

The Children's Mental Health worker held a "Worry Less" group from January to March for ages 8-11 years old. There were approximately ten participants. Additionally, the Children's Mental Health worker had approximately ten clients on a regular basis.

The Mental Health worker (adult) held community workshops titled "Embracing our Grief", with approximately 79 participants, and Mental Health First Aid, that welcomed 8 participants. The Mental Health Worker co-facilitated the community workshop entitled "The Fight Against Drugs". The guest spoke at Hagersville High School to approximately 100 students; he then attended Lloyd S. King Elementary School where there were approximately 75 participants; and finally at the Community Hall where there were approximately 175 participants.

ASSIST and Safe Talk

ASSIST and Safe Talk training were presented through the Native Horizons program in early December 2014. The training was open to all staff, as well as the community.

Early Child Development Worker

During the 2014/2015 fiscal year, the following activities were implemented: Public swims at the Gretzky Centre 6 times this year (61), Regalia Making done with Program Liaison Program was completed (12), Feast Bags at Lloyd S. King Elementary and Ekwaamjigenang Children Centre (165), Mother's Day Tea done with Program Liaison Worker (18), Infant Moccasin Making 3 times this year (34), Father's Day Fishing with Family Support (6), Stars and Strollers (14), Infant Sign Language (17), Strawberry Picking (4), Beginners Sports (13), Car Seat Checks (16), Grandparent's Day (4), Kids Drop In Nights (2), Emergency First Aid (11), Family Sleigh Riding Event with ADI (28).

The Early Child Development Worker also participated in the following training: The Learning Partnership's Welcome To Kindergarten, Indigenous Diabetes Community Support Program (FNTI) 8 weeks, Drugs 101, Strong Start Literacy, Food Handling Certificate. The Early Child Development Worker also assisted with Nutrition Bingo, Community Christmas Party, Aqua-fit, Fighting For Our Future (Diabetes), Heart Health Event, ROSE (teen workshop), BOOBS and Beyond, Easter Hop-A-Long, FASD Fun Fest, HIV Valentine Dance, Health Fair and Open House, and the Community Picnic.

Fitness Coordinator

Throughout the 2014-2015 fiscal year, there were 2,143 recorded visits to the Complex/gym for exercise and workouts. New Credit band member visits 1,127, non-band member visits 757, and non-status visits 259.

Employment and Training

The Employment and Training Office assisted 120 clients in various programs and services during the 2014/2015 fiscal year. The Employment and Training program is funded under the Aboriginal Skills and Training Strategy (ASETS). The funding is received from Service Canada, and delivered through the Aboriginal Labour Force Development Circle (ALFDC) and through a Local Delivery Mechanism (LDM)(Employment & Training Coordinators). As part of the contribution agreement, a sub-agreement held between the Mississaugas of the New Credit First Nation (MNCFN) and the ALFDC, statistical information is collected as part of the client intake and interventions, and is uploaded to Service Canada on a quarterly basis.

The ALFDC holds quarterly meetings with the Local Delivery Mechanism (LDM) and the Board of Directors, with annual elections held for the position of Chair of the ALFDC.

For the 2013 to 2015 Elected Council, Stacey LaForme was designate as the MNCFN Board Member to the ALFDC board, with Larry Sault designated as the alternate. There are 5 LDM members and one urban member: MNCFN, Batchewana First Nation, Gezhtoojig Employment & Training, Huronia Area Management Board, Kagita Mikam and Miziwe Biik (urban). The Employment and Training Office has designated targets pertaining to the types of programs and services available, as well as, identified priorities for the Mississaugas of the New Credit First Nation.

These priorities include: 1- Grade 12/Academic Upgrading/GED; 2 - Arts/Culture/Environment; 3 - Skill upgrading for unemployed /underemployed 4 - Apprenticeships and Skilled Trades; 5 - Summer Student Employment; 6 - Support Entrepreneurship through training; 7 - First Nation Job Fund (Ontario Works referrals for age 18-24). Our list of services and programs can be found on the Mississaugas of the New Credit First Nation website, under the department of Social & Health Services.

Overall Social and Health Services Department

During the 2013/2014 fiscal, MNCFN dissociated from the Association of Iroquois and Allied Indians (AIAI). There are now direct funding agreements with the funders whose monies previously funneled through AIAI. There are 48 budgets managed in the Social and Health Services department. The protocol with Brant Children's Aid Society-Native Services Branch (CAS/NSB) continued to work well to better assist families and children in this community when CAS becomes involved. The protocol with Family and Children's Services (FACS) Niagara was reviewed and is ongoing. Quarterly and final report submissions were completed. There were All-Staff meetings as well as continued representation on the Health and Safety Committee. The Breakfast Program ran throughout the year at Lloyd S. King Elementary School where approximately 131 children and youth participated. March Break programs were also facilitated; and the Community Picnic was coordinated by all of the units within the Social & Health Services Department. An information booth was set up at the MNCFN Pow wow; and the entire organization participated in the Caring Together Week event which is coordinated by the department. An Open House was hosted during this week. All Social and Health Services staff received training as an agency, as well as additional training as deemed relevant to individual positions.

DEPARTMENT: SUSTAINABLE ECONOMIC DEVELOPMENT

Infrastructure and Development Council

Chair: Erma Ferrell & Larry Sault

Staff

Administration

Director of Sustainable Economic Development, Kevin Wassegijig
Sustainable Economic Development Assistant, Aimee Sault

New Credit Variety and Gas Bar

Working Manager NCVGB, Andrea M. Sault
Senior Cashier, Brenda Woods
Gas Attendant, Marcel Lafleur
Gas Attendant, Alicia Maracle-Sault
Gas Attendant, Nathan Martin
Gas Attendant, Aaron Wobbes
Gas Attendant, Mason Martin
Gas Attendant, Jeffrey Mayor
Gas Attendant, Wes Day
Cashier, Julien Lafleur

Country Style

Working Manager Country Style, Clint Atkins
Counter Attendant, Rachel Mt. Pleasant
Counter Attendant, Clarice Hill
Counter Attendant, Ruth Davis
Counter Attendant, Elizabeth Cronk
Counter Attendant, Madison White
Counter Attendant, Misty Hess
Counter Attendant, Larissa Bomberry
Counter Attendant, Samantha Squire
Counter Attendant, Stephanie Martin

Programs and/or Services Offered:

- 1) Managing Community Properties such as leasing and maintenance of the Commercial Plaza, Industrial Building & Winger's Cabinet properties. The newly acquired Green Willow property is under Economic Development Control until Chief and Council determine its future use; currently the Gas Bar and Restaurant at Green Willow property will need to be demolished due to the deterioration of the buildings. Following Wingers move from Kuiper property, the buildings will likely need renovations or alterations to attract new tenants.
- 2) Administered dollars and deal with the management of the Armbruster Estate in Mississauga, Ontario. The former property manager was remiss in overseeing the operation and the First Nation is undergoing improvements to the property following a water pipe burst on the second floor causing significant damage.
- 3) Administered the operations of the New Credit Variety & Gas Bar as well as Country Style.
Specifically:
 - Liaised between the Working Manager and MNCFN Finance Dept. to ensure effective accounting is maintained
 - Monitored accounts payables, marketing techniques/opportunities, and customer service
 - Performed job interviews for all positions in conjunction with the Working Manager or the Senior Cashier/Counter Attendant

- Provided general guidance/direction where required based on the New Credit Variety & Gas Bar Personnel Handbook together with MNCFN policy.
- Oversaw capital improvements and financial management

4) MNCFN Infrastructure – Prepared funding proposals and project management/implementation for the infrastructure required to support the MNCFN community and economic development plans. This included the Community Centre and Economic Development oversaw the Waterline Phase IV, which was completed in January 2014.

5) Business Development

- Continue exploring potential partnerships and joint ventures as opportunities present themselves.
- Meet with and perform all due diligence on business venture interests brought forward by Chief and Council.
- Coordinate any third-party due diligence contracts, from feasibility to planning.
- Where possible, complete in-house business plans for ventures undertaken by Council.
- Coordinate capital infrastructure projects
- Develop assessment tools and criteria

6) Business Grants – Find the funding for, and administer the operation of the MNCFN Business Grants Program. Recommend business plans for approval through the MNCFN Trust authority.

7) Health & Safety – Joint Health & Safety Committee member, monthly meetings, incorporate health & safety requirements into work orders where required.

8) Community Services

- Advise community members on issues which may impact them through community economic/entrepreneurial development.
- Inform community members as they visit or call regarding business planning, coordinating of funding.

MNCFN Policies

MNCFN Organizational Procedures and Policy Manual

- Provides for the administration of the resources entrusted to Mississaugas of the New Credit First Nation in the most effective and responsible manner.
- Contribute to the future progress and strength of the MNCFN.
- Personnel Handbook, New Credit Variety and Gas Bar – acts as a guideline for all personnel issues.
- Personnel Handbook, Country Style – acts as a guideline for all personnel issues.
- MNCFN Tendering Policy – a guideline for capital projects.
- Health /Safety Policy – guideline for ensuring safe working conditions for all employees of MNCFN.

Primarily, Economic Development deals with legislation, statutes and regulations at the Federal and Provincial level. Some examples are as follows;

- Legal Structures of Organizations (establishing the correct legal entity to minimize tax and reduce potential liability);
- Corporations Tax Act (regulations for the operation of a corporation);
- Canada Business Act and Directors' Liability (guidelines for the roles and responsibilities of directors serving on a for-profit corporation);
- Income Tax Act (provides section of the tax act and applicable exemptions for First Nations individuals);
- Payroll Remittances (deduction and remittance of employer taxes, preparation and distribution of T4's at year end);

- Workers' Compensation (guidelines for deduction and remittance of WSIB premiums and process to follow in the event of a workplace injury);
- Tobacco and Gasoline Tax Acts (guideline for exemptions provided for First Nations businesses regarding gasoline sales to First Nations Members with gas cards, as well as tobacco quotas administered under the Tobacco Act); and,
- Funding Agreements (guidelines for application of funding as administered by INAC, the Ontario Ministry of Aboriginal Affairs, Aboriginal Business Canada, and various other funding bodies).

Main Issues and/or Initiatives: (Current or upcoming)

Community Centre – Sustainable Economic Development Department oversees the booking/rentals at the Community Centre.

Leasing of Commercial Plaza – All newly proposed tenants are approved by Chief and Council. Regularly scheduled lease renewals at the tenants' request are completed within the SED Department. The Plaza is currently fully occupied.

Leasing of Industrial Building – All newly proposed tenants are approved by Chief and Council. Regularly scheduled lease renewals at the tenants' request are completed within the SED Department. Wingers Cabinets will be moving into the long vacant 20,000 sq. ft. space following significant renovations.

Arrears Collection – Where required, the staff complete all necessary correspondence and activities (including tenant lockout) pertaining to arrears collections on leases. Guidance is always sought through the Band legal firm of Waterous Holden prior to lockout situations; however, Council input/direction will also be required during this process. Inspections on all units, in such instances, are completed by the SED Department, with the attendance of a Council representative from committee, to ensure the current status of the property at time of lockout may be properly assessed and recorded prior to any mandatory repairs.

New Business Opportunities – Performing on-going project reviews, including proposed partnerships, joint ventures and investment requests for required approval by Chief and Council. Also, attending and presenting at business functions, workshops and conferences, which allow the opportunity to showcase the commercial/industrial area for development. Examples of new business developments include;

- Solar Development (8392692 Canada Inc.);
- Forming Business Corporation to maximize business development opportunities;
- Joint Venture research;
- And Improvements to existing assets.

Agreements/Protocols:

1. Grand River Notification – This agreement provides a framework for information sharing and consultation on economic development, land use planning and environmental issues in the Grand River Watershed.
2. Water Agreement – Agreement whereby the Region agrees to supply and Mississaugas of the New Credit First Nation agrees to purchase water from the central water system.
3. Funding Agreements – Adherence to the established criteria that is set forth by the funding organizations which provide source of funds for Mississaugas of the New Credit First Nation.

DEPARTMENT: LANDS, RESEARCH AND MEMBERSHIP

Infrastructure and Development Council

Chair: Larry Sault and Clynt King

Staff

Director: Margaret Sault

Community Consultation, Lands and Membership Officer: Julie LaForme

RLM Clerk: Delainie King

Programs and/or Services Offered:

Membership Program:

MNCFN has administered the membership program on behalf of Indian Affairs since November 1990. The program registers events of the members such as marriages, births, deaths, transfers, and the issuing of status cards and blood quantum letters. In summary, the activity for the year was as follows:

- The number of Births reported: 52
- The number of Deaths reported: 12
- The number of Marriages reported: 3
- The number of Divorce reported: 4
- The number of Miscellaneous (such as name correction, reverting to maiden names etc) reported: 37
- The number of status cards issued: 299
- New registrants: 43 (registered through AANDC)

Regional Lands and Environment Management Program (RLEMP)

MNCFN has administered the lands program since January 2000. As of 2013, the program was changed to include environment. The functions of which are to process land transfers, logging and mailing of Certificate of Possession to land owners upon registration of the transfer, assisting in the survey of parcels of land and Band allocation to band members that have fulfilled their housing agreement:

- The number of Lands transactions registered in the Indian Land Registry System: 16
- The number of leases registered in the Indian Land Registry system: 1
- The number of Agricultural leases of this First Nation: 2

Research

The objective of the Research Program is to research and develop potential claims against the Federal Government. The government has devised a Federal policy entitled, Outstanding Business, that lists criteria to determine if a First Nation has a claim:

- The non-fulfillment of a treaty or agreement between “Indians” and “the Crown”
- A breach of an obligation arising out of the Indian Act, or other statutes and regulations pertaining to Indians
- A breach of obligation arising out of government administration of “Indian funds” or other assets
- An illegal disposition of Indian land
- During 2014-15 research has been undertaken on 3 projects; Aboriginal Water Title, Nanfan Deed and Land Cessions; which resulted in the Rouge Valley Claim

1. The Aboriginal Water Title is for the purpose to examine pre-Confederation Upper Canada land cessions to which the Mississaugas of the New Credit were signatories in order to determine whether

any waters were specifically included or excluded from those land surrenders. This project will be used by this office as a potential claim and by the Department of Consultant and Accommodation Office.

2. One of the land cessions researched more in depth was the Rouge Valley Claim that was not surrendered by the Mississaugas of the New Credit, but by the Williams Treaty First Nations. MNCFN was not a signatory to the Williams Treaty.
3. The 1701 Nanfan Treaty Project: The purpose of this project was to undertake the archival research, review and assessment of primary historical documents concerning the 1701 Nanfan Treaty, and the associated land matters relating to Mississaugas of the New Credit First Nation.

Donation Policy

Council has developed a Donation Policy to assist Band Members in the categories of education, health and welfare, sports & recreation, arts and culture and the environment. Donations granted under the policy are normally intended as one time special event funding for Band members. In 2011-12 - The Registration/Lesson fee in the amount of \$10,000.00 was included in the Donation Policy. This allowed applicants to submit receipts for payment of up to \$250.00 per applicant per year.

2014-2015 – Registration/Lesson Fee: 33 applicants were approved.

2014-2015 – Donation Policy: 43 applicants.

Residency By-Law

The original Residency By-Law was approved by the Minister of Indian and Northern Affairs in 2003. Council has since repealed and replaced the by-law with By-Law #2008-01. This By-Law came into force August 2008. The Residency By-Law has been inactive this year.

Zoning Bylaw

The Zoning By-Law was implemented on February 27, 1996 after years of consultation and studies within the Mississaugas of the New Credit First Nation Community. The development started approximately 20 years ago within the Comprehensive Community Plan, which outlined community expressed interest in retaining the rural atmosphere of the Reserve; and the Land Use Development Plan. Amendments took place in:

- 1999-01 which allowed for residential development to within 400 feet from the centre of the road in all zones except Commercial, Industrial and Environmentally Sensitive Zones
- 1999-02 deleted many of the areas of the Zoning By-Law seen as too restrictive i.e. accessory uses, buildings and structures; and permitted encroachments in required yards fences, height exceptions, motor vehicle parking and storage regulations, interior side yards etc.
- 1999-03 was an amendment to make the required numbering changes etc. due to the previous amendments

When lands transfers are done according to the Zoning bylaw, the LRM Department advises the individuals of what the area is zoned for and if amendments are needed.

Ancestry Search Requests

This Department has been subject to requests for ‘*ancestral background*’ for the purposes of registration on the Band List and blood quantum letters. This process can be very time consuming because old membership records have to be used. Approximately 10 requests per month are made either in person or by phone.

The Historical Gathering and Education Conference

The Historical Gathering and Education Conference was held from February 18-20, 2015 at the Community Centre, with this year’s theme being “Reflections & Our Historic Relations”. It was a very

informative session with presentations being made on various aspects of the culture and history of the Mississaugas of the New Credit First Nation. The intent of the gathering is to collect, organize and document historical information of MNCFN's history and traditional territory. It was also useful for MNCFN members to hear and learn about their past. Approximately 100+ people attended the 3 day Gathering.

Estate Policy

The Estate policy is part of the Toronto Purchase Trust Agreement, and has been developed to provide financial relief through a disbursement of ten thousand (\$10,000.00) upon the death of an MNCFN band member. This policy came into effect retroactively as of the day of the vote. (May 29, 2010).

The *Executor, or Estate Trustee*, named in the will of the deceased MNCFN member may apply for the funds. If the member left no will, then the surviving spouse or closest next of kin may apply. Proper documentation is needed such as a will (if there was one), a death certificate, and a copy of the deceased member's status card or a letter of confirmation of membership status. During 2014-15, this office processed 11 applications.

Community Wellness Policy

The Community Wellness Policy is part of the Toronto Purchase Trust Agreement to provide financial relief for members through a reimbursement approvals application process, which should not be subject to taxation as income and should not impact on any form of social assistance received by MNCFN members. This policy came into effect on April 1, 2011, and operates on the fiscal year from April 1 to March 31.

Provided there are sufficient funds through contributions from the Toronto Purchase Trust, this policy will remain in effect annually with the approval of the budget. This program is not funded by any government agency; it is solely funded by the Mississaugas of the New Credit First Nation.

All Mississaugas of the New Credit members eighteen years of age or older, regardless of place of residency, are entitled to receive a maximum of one thousand five hundred dollars (\$1500.00) per year, as a reimbursement against receipts and/or invoices or estimates. For the 2014-15 fiscal, Council made a motion to increase the community wellness to \$3000 per Band Member. Types of expenditures, but not limited to, are:

Necessities of Life

- Medical/Dental/Therapeutic/Orthopedic and Vision care expenses/equipment (not covered under other plans)
- Property/building/maintenance/rent/transportation/housekeeping/personal care
- Contractual services
- Recreational, traditional and healthy lifestyle memberships and activities

Any person caring for a Mississaugas of the New Credit First Nation member eighteen years of age or younger, regardless of place of residency, is entitled to receive a maximum of one thousand five hundred dollars (\$1500.00) per year and per policy, as a reimbursement against receipts and/or invoices. Application forms (Adult and Minor Child) are to be filled out and submitted with receipts. If a parent or guardian is submitting on behalf of a minor member, the proper documentation including proof of legal custody in certain circumstances, and identifiable receipts or invoices for the minor member are required.

When submitting an application in person, two pieces of ID must be shown; example: status card, student card, birth certificate, health card, driver's license etc.

When mailing in an application; photocopies of two pieces of ID must accompany the application.

All claims under this policy must be a minimum of at least one hundred dollars (\$100.00) except in the case of the final claim.

In 2014/15 this office processed 2,150 claims (there were only a few claims that were a bit short of claiming the \$3000 max. allowed per person).

In May 2010, when estimating the band membership to project, the number was 1865; as of the end of March 31, 2015, the membership is now 2,324.

Duty to Consult

Since 2006, the Mississaugas of the New Credit First Nation has been active in meeting with proponents to consult in their developments within MNCFN's traditional territory. The First Nation has continued to meet with proponents to enter into short term and long-term agreements with them. A protocol was developed and approved by Council, which laid out how companies are to deal with MNCFN. Approximately 1500 notices are received through the Consultation & Outreach Office.

As of December 2012, the archaeology monitors came under the LRM department. Contracts were negotiated and signed for the monitors to be out in the field with proponents to ensure our rights and interests were looked after. This year was very busy preparing for the Consultation and Outreach office as it is being transitioned to a separate department together with the Archaeology Monitor Program.

In January of 2015, the Department of Consultation and Accommodation was opened.

Family Homes on Reserves and Matrimonial Interests or Rights Act

The "Family Homes on Reserves and Matrimonial Interests or Rights Act" received Royal Assent in June 2013. The purpose of the Act is to provide people living on Reserves comparable matrimonial rights and protection as those living off-reserve.

In April of 2013, Chief and Council tasked a Committee to develop a MNCFN Matrimonial Law. This Committee has had several community meetings (that have been well attended) to gather input from the community and work on a draft MRP law.

In April of 2014, The MRP Committee agreed to request Council to hire someone for the development of the MRP law for the Mississaugas of the New Credit First Nation.

The Director of Lands, Research and Membership developed job descriptions for the position of a MRP Coordinator and an MRP Assistant. Also prepared was a budget for Council's consideration. Both were approved by Council in November 2014. The positions were posted and hiring took place.