



ANNUAL REPORT 2015-16

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MESSAGE FROM CHIEF R. STACEY LAFORME

Aanii!

As Chief of the Mississaugas of the New Credit First Nation, I am excited to present to our community the 2015-2016 annual report, which highlights all the happenings in each department over the past year and the work of councillors during their first few months in council, from December 2015 to March 2016.

Miigwetch to Bryan LaForme for his 14 years as chief of our First Nation. Your commitment to our members is very much appreciated and we look forward to working with you on future endeavors.

It's been an exciting start for me during my first term as chief. We have been busy advocating for our First Nation on a number of fronts, namely, our land and treaty rights and working together with the other five Mississauga First Nations.

During my campaign, I promised to make communication a priority.

We are pleased to see that the media and communications department, created in June 2015, is gaining momentum, with a number of plans on the horizon to keep our on and off-reserve members, chief, council and staff increasingly informed of the happenings both on the administrative front and political front.

The monthly gatherings are taking place as scheduled with each one presenting a host of information and opportunities for membership involvement and input into shaping our future on very important issues that affect us all now and our future generations.

The monthly gatherings allow council and the departments to communicate with the membership on issues and projects. Discussions are always welcomed in order to better understand members' concerns and answer any questions. I truly appreciate every member's attendance and involvement at the monthly gatherings.

Council is also committed to, and actively working on, the following issues: Election Code, Matrimonial Real Property, the Transfer Policy, Toronto Purchase Trust, Climate Change, and our Statement of Rights.

It is an honour to serve my membership as chief and it's a responsibility I take very seriously. It's been a whirlwind beginning and I am excited to continue working tirelessly for the betterment of our membership.

Miigwetch to all of the membership that voted for me and trusted in me to do what's right for our people and I look forward to the next two years and all the positive changes to come for the Mississaugas of the New Credit First Nation.

Chi-Miigwetch,
Chief R. Stacey Laforme

COUNCILLOR REPORTS

COUNCILLOR VERONICA L. KING-JAMIESON, B.Ed.

Co-Chair, Executive Finance

Proud to be on Council which is exhilarating, rewarding, thought-provoking, with serious responsibilities to our Band Members but most of all it is *“Over the top – Educational Experience”*. Council needs to address our strengths and weaknesses and continue to improve our process within our Political concerns, our Organizational Review which includes our administrative issues facing our Band Member’s needs. It has been an eye opener to the multiple actions that require directions/decisions for our community based on policies, procedures, unique circumstances, barriers, accountability, transparent while promoting alternative, safe and healthier ways to live. Topics of discussion range from:

Community Band Members’ needs including emergency situations:

- Political issues
- Strategic Planning
- Health and Social
- Employment and Training
- Education
- Housing
- Lands, Research, and Membership
- Election Code
- Transfer Policies
- Matrimonial Real Property
- Treaty Land & Water Claims
- Treaty Rights
- Accounting Financial Management & Statements / Audit
- Trust Agreements
- Infrastructure & Economic Development
- Environment including Climate Change
- Consultation and Accommodation
- Other community projects, i.e. donations

The currently new Media and Communications Department reports to the Executive Finance Meetings of Council. As the Chair, for the Executive Finance this has been one of the most important elements within Council to improve and enhance our communication to band members, other First Nation communities, government, international representatives, other stakeholders associated within our Traditional Territory and other partnerships of the world.

Secondly, I was appointed on the:

- Board of Directors for Brant Family and Child Services

In conclusion, I would like to comment on:

- a) I look forward to our Monthly Community meetings as we continue to engage a dialogue on any of the topics mentioned above with our Band Members, especially when it impacts our community and within our Traditional Territory.
- b) Council appreciates the staff within our organization for making this a smooth transition for newly-elected Councillors, and appreciates your time and hard work.

COUNCILLOR ERMA FERRELL

Co-Chair, Executive Finance

Peace Garden Project

The corner of Dundas & Roncesvalles in Toronto, was originally a trail, which our ancestors travelled. Members of our First Nation travelled down the path, now known as Dundas Street, and our ancestors participated in the War of 1812. There were Mississauga members who died in the War of 1812; especially the battle of York on April 27, 1813. Regrettably the names of our members who perished in this war were never recorded by the Military.

To honour those who gave their lives in the War of 1812, and to beautify the corner of Dundas and Roncesvalles, community members in the area formed the Dundas Roncesvalles Peace Garden Committee (DPRG).

Abby Bushby, a resident of the Dundas Roncesvalles area, researched the history of the Dundas Roncesvalles corner, and invited our First Nation to participate in the beautification of the corner. In December 2011, I was appointed by Chief & Council to represent our First Nation on the DPRG committee.

During the past few years, members of our community participated in meetings to provide our input for the Peace Garden. Our youth were asked to attend meetings in Toronto to meet with other youth to create art work for the pavers that would be installed in the Garden. A presentation on the history of the corner was presented by Abby Bushby, and upon listening to the history presentation our youth, along with youth from Toronto, began their art work for the garden.

The project began more than four years ago, and the official dedication will be held in June 11, 2016. Our First Nation member, Carolyn King, was an original and constant member of the DRPG committee. The DRPG committee honoured Carolyn by adding her name to the plaque.

Assembly of First Nations - AFN

The AFN is a political body representing all First Nations in Canada. The role of the AFN Chief & their executive is to assist the First Nations in presenting their political issues to the Federal Government. During the course of each calendar year, I make every effort to attend as many meetings as possible. The First Nation Chiefs present their issues at the assemblies in the form of resolutions. Obtaining the support of the majority of Chiefs present at the AFN is to assist the First Nations Chiefs in taking the resolutions forward to the Canadian Government.

Chiefs of Ontario

The Chiefs of Ontario hold regular monthly meetings, which are to be attended by our Chief or a Chief's proxy.

The Chiefs of Ontario also holds assemblies for all First Nations in Ontario two or three times per calendar year. The Ontario assemblies allow an opportunity for the Chiefs or their proxies to gather support via resolutions for their political issues. During each calendar year I try to attend the assemblies.

What are the benefits of attending the AFN & Chiefs of Ontario assemblies?

The assemblies provide an opportunity to network with other members of First Nations, and to learn firsthand the issues in other First Nation communities. Many of our People have the same issues and the importance of supporting each other sends a strong message to the Canadian Government.

I view the importance of the assemblies as gathering strength to assist our First Nation with our political concerns.

Plaques & Pictures of Chiefs

Former Chief M. Bryan LaForme wanted to have the names of all former Chiefs and Councillors to be displayed in our Community Centre.

In late 2014, a budget was approved for the recognition project. During the past two years I have assisted with the project, and earlier this year wooden plaques were completed.

The final steps of the project are to obtain as many of the pictures of the former Chiefs as possible to hang above their plaques. Until pictures can be obtained, a frame will hold a photo of our logo or a clip from our school mural.

Plaques of Councillors

The plaques with all Councillor's names and the dates they were a member of our First Nation Council, have been etched in wood and will hang in our Community Centre. The plaques date back to the River Credit and up to December 12, 2015.

Council House – 1882

Our Council House was built in 1882 and requires extensive restructuring. A committee was formed for the restoration and preservation of this building, and I have had the privilege of being part of the committee off and on since its inception.

A grant was obtained from the Ontario Trillium Foundation to conduct a survey, a structural engineer, and a consultant. The survey was to obtain input on whether we should refurbish the building or tear it down, and rebuild a replica of the Council House. The survey results revealed the Council House should be restored and preserved.

Next Steps

Our next steps for the Council House restoration and preservation is to submit a new application to the Ontario Trillium Foundation to obtain a capital grant. The grant application process will be available sometime in the fall of 2016.

COUNCILLOR MARGARET SAULT

Chief's Alternate

Aanii to all. This year has brought challenges and trials, but it has also been exciting and rewarding. For those who do not know me, my name is Margaret Sault and I have been with the Mississaugas of the New Credit First Nation since March 1, 1977. First, as a research worker, and over the years, I was given more programs and eventually became the Director of Lands, Research and Membership. In December 2015, I was elected to council and had to take a political leave from my job as LRM Director. It has been a challenge to transition from employee to employer, but that is a good thing as I continue to learn something new every day.

Since the election, council has been busy learning, adjusting and adapting, since there were five new members elected.

In December 2015 an orientation was held for council. The session was held in Niagara Falls where the internal and external information was given and the executive director and the chief updated council on issues. Then council came back to the Community Centre to hear from the directors of each department for an overview of what they are responsible for and it was important for staff to meet with council. Councillors were placed on committees at this time.

I am involved with the following committees:

- chairperson on the Treaty and Aboriginal Rights Committee
- the representative for the Board of Directors of Ganohkwasra
- member on the Registrar of Residence Committee
- the Chief's Alternate
- the Business Development Corporation Working Group
- Historical Gathering
- MRP Committee

Starting in January of 2016, council had a "Meet and Greet" with community members. It was announced that council will be hosting a meeting each month, usually the fourth Saturday of each month. In January, I attended the Historical Gathering planning meetings.

February was a busy month with meetings, but the highlight of this month was the "Historical Gathering" which took place February 17, 18 and 19, 2016.

Each year more people attend and the information that is presented is awesome.

March highlights were:

- Had a joint meeting with Six Nations for the purpose of having discussion on the "additions to reserves" issues. This is the Kuiper property that New Credit is requesting that it be added to our First Nation lands.
- On March 8, 2016, I attended a meeting in Toronto with the Ontario Ministry of Aboriginal Affairs (now Ministry of Indigenous Relations and Reconciliation) and later on, I attended a luncheon hosted by Deloitte (an accounting firm), where I did a welcoming address in the Chief's stead.

COUNCILLOR EVAN SAULT

Co-Chair, Education & Social Services

Aanii. I'm Evan Sault and I've proudly lived within the MNCFN community my entire life. I'm a newly-elected councillor, so I'd like to take this time to thank the MNCFN members who voted for me and believed in me.

I hold the Education and Social and Health Services portfolio and sit on the following committees: LSK Education Authority Reorganization Committee, LSK Expansion Feasibility Study Committee, Tom Howe Landfill Site Committee and the Ida Armbruster Estate Committee.

My goal in being a councillor is to make decisions and bring ideas to the Council table that will help enhance the success of our small but precious First Nation community. From education and infrastructure to investments, along with fighting for our treaty rights as Indigenous people of the Mississaugas of the New Credit First Nation, I believe investing our rich culture into our future will make us a self-sufficient and efficient First Nation that others will look up to.

It is truly a great honour, privilege and pleasure to represent my First Nation and community as a councillor at the political table. I take pride in keeping myself open for questions, concerns and making myself available for my fellow MNCFN band members.

COUNCILLOR CASEY JONATHAN, B.B.A.

Co-Chair, Infrastructure and Development

Aanii!

I am the chair of the Infrastructure and Development Council (I & D). The following provides a brief report on key activities within I&D up to March 2016.

Within Economic Development, a Business Development Corporation was being established. The purpose is to assist MNCFN in exploring and developing wealth creation strategies for long-term sustainability.

Within Consultation and Accommodation, MNCFN entered into an Impact Benefit Agreement known as the Niagara Region Wind Farm Relationship Agreement. As a result, money will flow into the First Nation over a period of 20 years. Members of council and DOCA (Department of Consultation and Accommodation) also met with the staff of Deputy Minister Deborah Richardson. Regular meetings with the Minister and her staff are expected to continue.

Within Housing, council moved forward with the 'Beautification of Townline Estates.' This would include the development of a natural playground, sitting area, and butterfly garden. The Housing 'New' Program increased housing dollars from \$110,000 to \$150,000.

Within Lands, Research, Membership, there are a number of policies that are either being revised or newly developed. These include a Matrimonial Real Property Law, Election Code, Transfer Policy, and Code of Ethics. We are also working in collaboration with Joan Holmes and Associates and Elders on efforts to preserve elements of our Oral History.

Currently, I am involved in the following groups:

- Infrastructure and Development Council, Chair
- Business Development Corporation Working Group
- MNCFN Negotiation Team
- Lake Erie Source Protection Committee
- Treaty and Aboriginal Rights Committee
- Cultural Committee, Liaison

There are also a number of things that are on the horizon and I am excited for everyone to be able to see those come to fruition in the near future.

Miigwetch,
Councillor Casey Jonathan

COUNCILLOR CATHIE JAMIESON

Co-Chair, Education & Social Services

I was newly elected to my position in the 2015 election. I am very involved in the community in arts and culture and like to speak at events, provide traditional openings, and sing with drum groups. I want to make everyone's voice heard from each generation.

I am co-chair of the Education and Social Services Council and want members to challenge themselves to make a difference and be a part of the bigger picture. I will be doing my own research throughout my term and listening to the issues in the community. I recognize that as a new councillor, there will be a learning curve in order to gain confidence. I look forward to serving my community.

ADMINISTRATION

Reports to Executive Finance Council

Staff

Executive Director: Cynthia Jamieson

Human Resources Manager: Kerri L. King (April 2015 to December 2015: Caitlin Montgomery)

Records Manager: Jenny Henry

Receptionist: Annette Hottinger. 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 and Safety meetings and follow up.
- Planning and participation in council/administration; Night of Caring Together Week.
- Impact analysis and recommendations to council regarding federal/provincial initiatives.
- Employee Christmas Fund.
- The 'Additions to Reserve' (ATR) submission to Aboriginal Affairs and Northern Development Canada (now Indigenous and Northern Affairs Canada or INAC) involving 42.8 acres (formerly the Kuiper property) follow-up with regards to the latest issues raised by INAC which include:
 - Easement Agreement with Haldimand Hydro (HH) vs. Ontario Hydro draft had been completed and accepted by both parties and further amended to accommodate the sale to Ontario Hydro.
 - Environmental site assessment became stale-dated (after five years) and was re-done with the report dated March 2016.
 - Letters from ministries became stale-dated (after two years); therefore new letters were sent requesting letters of response indicating "no objection" to the ATR.
 - Process also delayed due to INAC 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, rescheduled and held in the spring of 2016.
 - To purchase Settlement and Trust Agreements.
 - Community meetings as per the Trust requirement (i.e. 3 to 4 meetings annually regarding funds received and to receive input regarding planned expenditures and funds expended).

Human Resources

The position of MNCFN Human Resources Manager (HRM) was established in January of 2015 after the acceptance of the Organizational Review. The purpose of the HRM is to assist in the administration of effective, efficient and responsible human resources plans and procedures of the MNCFN by ensuring the

plans and procedures are consistent with the vision, mission, management philosophy, standards and organizational and program policies established by the MNCFN Council.

Some of the general responsibilities of the Human Resources Manager include:

- Assisting in the development and implementation of the MNCFN Employment Policy;
- Assisting in the recruitment and retention of qualified staff;
- Maintenance of employee personnel files;
- Providing training and other opportunities for continuing staff development;
- Ensuring a safe and healthy workplace by acting as chair of the Workplace Health and Safety Committee;
- Performing group benefits and pension administration for the workforce;
- Acting as an authorized signatory for the MNCFN and verifying weekly payroll and payable cheques.

The HRM has the responsibility of ensuring the recommendations of the Organizational Review are followed up on and implemented if it is deemed to be in the best interest of the organization. During the fiscal 2015/2016, a number of recommendations were completed.

Some of the highlights include:

- The use of a single MNCFN logo for all departments, eliminating the previous department specific logos;
- The review and updating of the MNCFN salary grid;
- A comprehensive review of all MNCFN job descriptions;
- The establishment of the Human Resource Manager position as well as a Payroll/Finance Officer;
- The establishment of the Department of Consultation and Accommodations (DOCA);
- The establishment of a stand-alone Housing Department;
- The establishment of a stand-alone Employment and Training Department;
- The establishment of the Media and Communications Department, including the positions of Media and Communications Director and the Culture and Events Coordinator.

EDUCATION

Reports to Education and Social Services Council

LSK Education Authority

Throughout most of 2015 the LSK Education Authority was under a comprehensive evaluation. The LSK Education Authority Review Consultant was appointed by the MNCFN Chief and Council. The purpose of the LSK Education Authority Review will be to:

1. 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; and
2. 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.

The comprehensive evaluation of the Education Authority was completed by Mischievous Cat Productions Inc. and was accepted by MNCFN Chief and Council in September 2015. In October 2015 MNCFN Chief and Council gave direction to dissolve the LSK Education Authority and develop an internal task force and reorganization committee to develop a new education authority, which was named the LSK Education Authority Reorganization Committee.

Indigenous and Northern Affairs Canada (INAC) Reporting

Yearly INAC 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 123 FTE

Kindergarten - 5

Grade 1 - 14

Grade 2 - 23

Grade 3 - 13

Grade 4 - 13

Grade 5 - 11

Grade 6 - 13

Grade 7 - 18

Grade 8 - 13

Total - 123

Bloomsburg Public School Enrollment – 2 FTE High Cost Special Education Students

Grade 8 - 2

Total - 2

Total Elementary - 125

Secondary School Enrollment – Enrollment 48 FTE

Hagersville Secondary School - 39
Assumption College School - 7
Brantford Collegiate and Vocational Institute - 1
Pauline Johnson School - 1
Total Secondary - 48

The Education Department has been exploring opportunities for students to attend other schools within the Haldimand Norfolk Catholic District School Board and Grand Erie District School Board. Costs for transportation and agreements will continue to be worked on in the upcoming year.

The Education Department has been developing strategic plans in relation to secondary students. We are actively seeking input from parents and students. We anticipate that workshops and focus groups will take place in the coming years with an aim to better the services offered to secondary students and supports available for secondary students.

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:

99 MNCFN: 86 full-time, 13 part-time	50 TCU: 49 full-time, 1 part-time
Total number of post-secondary students unfunded (cancelled applications, no responses from applicants):	
19 MNCFN: 17 full-time, 2 part-time	14 TCU: 13 full-time, 1 part-time

Additional Funding

Proposals were submitted to INAC 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. Community-based cultural and language initiatives were funded under the Community and Parental Engagement funding.

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

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–14	Secondary–14	College–16	University–7	Post Graduate–2
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Political First Nation Educational Issues

No updates.

Southwestern Ontario Independent Aggregate School Group

Mississaugas of the New Credit First Nation maintained a seat on the Indigenous Education Coalition (IEC) Board of Directors. MNCFN had partnered with IEC in an INAC proposal under the First Nation Student Success Program. The LSK Elementary School was able to use the First Nation Student Success Program (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 had consulted with Aboriginal Affairs and Northern Development Canada (now Indigenous and Northern Affairs Canada or INAC) 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 funding directly with INAC and we were informed that a stand-alone application would not be entertained or considered. In order to access FNSSP funding, Kettle and Stony Point First Nation elected to administer the program and submit an application to INAC; hence, the Southwestern Ontario Independent Aggregate School Group was formed.

The First Nations who are also in support of forming an aggregate group are Kettle and Stony Point First Nation, MNCFN, Aamjiwnaang 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 INAC 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 per cent administration fee to help offset expenses.
3. Each community will be a signatory to a 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 ensure that INAC reports can be submitted in a timely and prompt fashion.
5. Each participating First Nation agrees to track and record all FNSSP 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 FNSSP 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 FNSSP requirements, including student assessment and data collection.

In 2015/16 MNCFN Chief and Council agreed and signed a two-year agreement which will support Lloyd S. King Elementary School staff, students and community.

DEPARTMENT: SOCIAL AND HEALTH SERVICES

Reports to Education and Social Services Council

Staff:

Director: 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/Yvonne Bomberry
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: Emily Walraven/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; Michelle LaForme
Welfare Case Worker: Veronica Jamieson, Stephanie D. LaForme
Employment Supports Worker: Shirley LaForme, Michelle LaForme
Fitness Coordinator: Zack Rose
Employment and Training: Michele King

Community Health Unit

The Community Health Representative: Note: this position was unstaffed for the period of November 2015 – March 2016. Essential duties were absorbed into the workload of the CHN and the ECD.

During the 2015-16 fiscal, there were:

- 14 Prenatal Intakes
- 44 Prenatal Visits
- 7 Newborn and 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 and 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 (three visits for each quarantined dog);
- Co-ordinate Rabies Clinics and Pet Wellness Clinics;
- Provide door to door info to community about the rapid rise in the confirmed cases of rabies in our surrounding communities – several floods of info were provided;
- Coordinate Emergency, Standard First Aid & Emergency First Aid training for staff and community members;
- Provide First Aid Station at LSK Track & Field;
- Coordinate Annual Health Career Fair;
- Participate in annual Open House for Social & Health Services;
- Coordinate various Community Diabetes Awareness workshops and events;
- Coordinate 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;
- Coordinate medicinal workshop;
- Assist with monthly head checks at LSK Elementary School;
- Assist with International Women’s Day event;
- Coordination of Teen Life Skills Workshop, Bike Rodeo, Heart Health event, International Men’s Day event, Mother’s Day event, National Family Week event,
- 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.

Community Health Nurse

Immunizations completed: 133

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

- Physiotherapy (2);
- Reimbursement form (2);
- Eye (0);
- Dental 3;
- Medical supplies & equipment (5);
- Chiropractic care (1);
- Drugs (6);
- Transportation (3);
- General information (1);

- Appeals (3).

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 changes to Immunization of School Pupils Act and distribution of information; met with Dr. East regarding cancer care activities; advocated for infection/prevention and control of communicable disease by sharing information on available training for cleaning staff; conducted diabetic survey, grades k-8 and adults, also conducted a physical activity survey.

Additional duties carried out included:

- Supervision of Community Health Representative, Community Health Clerk, Healthy Babies/Healthy Children Program Coordinator, and Early Child Development Worker;
- Prenatal nutrition and breastfeeding programming;
- Health and 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, Zumba 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; international men's and women's day events; emergency first aid; recommendations made for setting up a postpartum depression internal process in August; and discussion of setting up 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 members;
- Attended training for Fetal Alcohol Spectrum Disorder/Child nutrition programming.

Education

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

Home and Community Care Program

In 2015/2016: 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, and one (1) casual PSW. There were a total of 39 clients who received homemaking, personal care and nursing care. There were 32 Meals on Wheels clients. Foot care was provided to 31 clients, in-office or in the home. Maintenance work was provided to 22 clients, which included tasks such as light carpentry (make shift ramp), removal of equipment from clients' homes, floor repairs, painting, light bulb replacement, grass cutting, snow shovelling and wood cutting. Assessments and re-assessments were done 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 for females, with 4-6 clients utilizing this service in total. List Shopping is also offered on a weekly basis with 6 to 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 is available to provide this service, transportation was provided to appointments such as doctor appointments, dialysis, etc. Training for the unit consisted of Ageless Grace (exercise), McComber Presentation (Team Building) training, Elder Abuse, Alzheimer's Disease, etc.

Ontario Works

In 2015 - 2016: The Case Manager Position was shared by the full-time Case Manager and two (2) contract workers. There is one (1) part-time Employment Support Assistant. For the 2015-2016 fiscal year, the following social assistance was administered: in total \$329,792.03 was issued: \$273,029.93 to band members, \$12,029.36 to non-band members, and \$10,482.34 was issued to non-status. The average caseload for 2015-2016 was 31 per month; a 22.5% decrease compared to the previous year. 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 Ontario Works Case Worker and the Employment Support Assistant received formal training on the A.D. Morrison Social Assistance Software the week of March 21-24, 2016. The Ontario Works Case Worker and the Employment Support Assistant have been working steadily with the Ontario Works Directives to ensure the appropriate processes are being followed and adhered to.

Program Liaison

During the 2015/2016 fiscal, the Program Liaison worked closely with Ontario Works and completed approximately 20 Income Tax Returns for low income individuals/families. The Program Liaison Worker also completed approximately 60 Intakes and/Internal/External referrals for the Family Support/Mental Health Programs. An Open House was held, with approximately 120 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 Kindergarten/Grade 1 Class at Lloyd S. King Elementary School for 21 students. There was a women's group held from January 2015 to March 2016, with 8 to 15 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 and education with new mothers. There were 14 births and 32 families accessing HBHC services in 2015/2016. This program assisted new mothers and their babies through various services offered. During the 2015/2016 fiscal, the program focused on child development utilizing the Nipissing District Developmental Screening tool. There were a total of 262 visits provided. In addition, the following programs were offered: Car Seat Safety, Infant Massage (group and private), Bike Rodeo, Caregivers & Tots Sing Along, Baby Fair, Breakfast with Santa, Cooking with Kids, Mental Wellness/Pamper Day, Mother's Day Breakfast and a Father's Day Breakfast. 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; Nutrition Bingo; Diabetes Poker Walk; 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 (lice) at Lloyd S. King Elementary School. The HBHC Coordinator sits on the "Please Be Seated Committee" for Haldimand and Norfolk counties. This committee is dedicated to car seat safety and performs periodic compliance checks.

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 2015/2016 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 again this year. There were 9 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 7 participants.

The program also offered the Seeds of Empathy to the Kindergarten students at LSK Elementary School. The Seeds of Empathy Program is an evidence based program that has shown dramatic effects in reducing levels of aggression among school children while raising social and emotional competence and increasing empathy. There were five students in total. The Family Support Unit held workshops throughout the year. The Family Support unit also hosted the Annual Walk for Violence Against Women with over 20 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 5 to 12. Enrollment was limited to 30 children and for the 2015/2016 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). This fiscal year, the social curriculum was changed to follow the "Tools for Life" program, incorporating the Seven Grandfather Teachings. There were 175 students that participated. Community Support delivered their annual summer camp during the 2015-2016 fiscal year. For the 2015-2016 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); and National

Addictions Awareness week (20 staff for day training and for the 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 an anger management group in February/March 2016 for 5-7 year olds. There were 6 participants. This worker also set up a booth at the 2015 Health Fair, to share information on Children's Mental Health with the community. The Children's Mental Health worker had an ongoing caseload of about 12 clients in the 2015/2016 fiscal year.

The Mental Health worker (adult) held community workshops titled "Third Annual Embracing our Grief" (with approximately 125 participants) and "Picking Up the Pieces #1" and "Picking Up The Pieces #2" groups held on a weekly basis for a series of 5 classes per workshop series (8 participants to each of the series workshops). The Mental Health Worker (adult) held a "Community Wellness Pamper Day" on March 11, 2016. There were approximately 50 people in attendance.

ASSIST and Safe Talk

ASSIST training was held February 9 & 10, 2016. There were 10 participants. The training was open to all staff, as well as the community.

Early Child Development Worker

During the 2015/2016 fiscal year, the following activities were coordinated and implemented by the Early Child Development Worker: Aquafit at the Gretzky Centre (44), Regalia Making (9), Mother's Day Event (12), Moccasin Making (9), Father's Day Event (13), Caregivers & Tots Sing-a-long (once a week for 4 weeks), Lighthouse Festival Theatre Outing (7), Strawberry Picking (8), Car Seat Checks, Strong Start Literacy Program at LSK (1 Session, Oct-Feb; 13 children), Community Garden (May – Sept) - 10 Participants, Potluck Picnic in the Park (21), Emergency First Aid (5), Community Summer Social (24), Clothes Give Away (2 Days) (75), Family Fun Night at LSK once/week for 6 months (34), bowling night (9), Christmas Baking Exchange and Simcoe Lights (17), Cooking with kids 1/wk for 4 weeks (7), Family Pajama night (22), Dolly Parton Imagination library (in coordination with ECC, 65), transport client to Lansdowne 1/wk for 4 months (2). These programs were specifically coordinated for families with children aged 0-6 years old.

The Early Child Development worker also assisted in coordinating the following health programs/events: SOADI nutrition bingo [(adults only (12), Diabetes Event (45), Nutrition bingo (65), Sky Zone (85), Wellness Group October – Current, once/month in absences of CHR (15), Poker Walk (38)]. These programs were more aimed at physical health and nutrition for the whole family in prevention of diabetes.

The Early Child Development worker also participated in the following events and programs within the health unit: Water testing (October – July once/wk in absences of CHR), Pet Wellness day, Bike Rodeo, Family Fun Fest (FASD), Caring Together Week (Health Fair and Open House), Handwashing Demonstration at LSK, CPNP Baby Fair, Breakfast with Santa, HIV Valentine's Dance, Coordinated Standard First Aid Training (in absences of CHR), Zumba, and the LSK Track and Field First Aid Station.

The Early Child Development Worker also assisted other Social and Health Departments in the following programs: Community Picnic; Community Support Unit – Halloween Party, Easter Hop-A-Long, Christmas party, March Break Camp, Summer Day Camp and Afterschool Program: Mental Health Unit (Embracing Our Grief Workshop, Anger Management Group for Children).

The Early Child Development Worker also participated in the following training: Theraplay, Mother Goose, First Aid Recertification, PECS, numerous webinars on nutrition and diabetes, Community Food Educator.

Fitness Coordinator

Throughout the 2015-16 fiscal year, there were 2,631 recorded visits to the complex/gym for exercise and workouts (note this is an increase of 22.7% over prior year). New Credit band member visits 1,418, another band's member visits: 875, and non-status visits: 338.

Overall Social and Health Services Department

During the 2015/2016 fiscal, Social and Health Services managed 48 budgets from multiple funding sources, primarily Health Canada, First Nations and Inuit Health Branch, the Ministry of Child and Youth Services, and the Ministry of Community and Social Services. 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/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 team-building training as an agency (facilitated by Alex M. McComber), as well as additional training as deemed relevant to individual positions.

EKWAAMJIGENANG CHILDREN'S CENTRE

Reports to Education and Social Services Council

Staff

Supervisor: Patti Barber RECE

Asst. Supervisor: Dede Reiach RECE, ECEC – Retired January 2016

Assistant Supervisor: Elisa Machida RECE BA

Cook: Kathie Thompkins

Ojibwe Language Instructor: Tena Sault

Classroom Assistant: Ashley Martin

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

LICENSE

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 August 12, 2015, and the centre was found to be in 100% compliance with the requirements of the Day Nurseries Act; this license expired on July 14, 2016.

NUMBER OF FAMILIES AND CHILDREN SERVED

In the past fiscal year, the Ekwaamjigenang Children's Centre served 47 families and 58 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: Recertification of our First Aid and CPR, Child and Family Services Act "Duty to Report" review, Theraplay training, Tools For Life training, and updated Food Safety Food Handler Training with Health Canada's Environmental Health Officer. Throughout the year we worked with a consultant on enhancing emergent curriculum through program plan development and focusing on self-regulation approaches for children's mental health. Frontline staff also attended a variety of professional development workshops.

PLAYGROUND

As per the Day Nurseries Act, a certified playground inspector inspects all playground equipment annually. The playgrounds were inspected on May 6, 2015. 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 (which is noted every year and hasn't posed an issue).

OUTSIDE MEETINGS/DEVELOPMENT

The office staff assesses the administration program quality using the "Program Administration Scale." Staff worked closely with the Lansdowne Children's Centre Resource Teacher. The ECC Supervisor meets monthly with the South West Region Progressive Early learning Aboriginal Centres of Excellence Network (SWR PEACE Network). One RECE staff has been attending the Early Learning and Care networking session in Haldimand Norfolk County.

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.

PROGRAM HIGHLIGHTS

ECC was featured in the magazine "Connexions" (Winter Edition) by the College of Early Childhood Educators. We were highlighted for our innovative philosophies regarding children needing support with their self-regulation skills. By identifying and validating their feelings children are told: "nimajii-toomin maamwi" which means '*we are on this journey together.*' The "Gaabaagang" gives a child a "break" and the chance to take some time to calm down and centre their feelings. Our program at ECC has grown in conjunction with the new Child Care Early Years Act where we have incorporated the ELECT document and "*How does Learning Happen*" into our emergent curriculum. High quality of education and care is achieved through the use of our pedagogy sessions which provides feedback, self-reflection and mentorship for our staff to follow our program statement and philosophy.

HOUSING

Reports to Infrastructure and Development Council

Staff

Program and Housing Director: Lorraine LaForme

Technical Resource Manager: Raymond Hill-Johnson

INAC/Housing New On-Reserve Program

The Housing New On-Reserve program provided financial loan assistance for the construction of two family homes that will provide adequate housing for a total of four individuals. One home was deferred from 2015/16 and has started construction this year.

Lender Loan (Pilot Project)

A lender loan program has been approved by council to move forward with one loan per year being offered/approved if an applicant fits the criteria of being formally approved by another lending institution prior to applying to the MNCFN. Four individuals remain on file that, in the past, were interested in the lender loan program. Approximately five additional individuals verbally inquired about the lender loan program “to purchase an existing home on reserve” with the understanding that should an individual sell his/her home, he or she will not be eligible for another home under the MNCFN housing program again.

Housing/Repair/Renovations/Sanitation (HRRS) Program for Existing Homes On-Reserve Program

The *Repair/Renovations/Sanitation Program for Existing Homes On-Reserve Program* provided financial loan assistance for repairs for the health and safety of the occupants and to prolong the life of the home to twelve individual homes. Of the twelve, eight were emergency repairs: furnace, ramps, holding tank, lift, electrical upgrade, water connection, hydro, and cable repair. One applicant was approved under CMHC/RRAP – regular only. Of the twelve applicants, six are seniors.

Technical Resource Manager (TRM) Inspections

A total of two initial Housing and twelve repair/renovation inspections for existing homes were carried out by the Technical Resource Manager.

Twelve specification reports were prepared, identifying repairs that consisted of: modifying bathrooms for the disabled; modifying a ramp; basement leaks; a holding tank replacement; a bathroom repair; modifications for the disabled – ramps and lowered cabinets; window/door repairs; decks/landing repair; an electrical upgrade; a communal waterline connection; a lift; and hydro/cable repair. Approximately 26 follow-up inspections were completed pertaining to repair/renovations and new housing.

The TRM completed 18 year-end inspections for rentals and five for the subdivision homes and also one at a band-owned rental unit at the Estate of Don Rock. Move-in and move-out inspections are mandatory and on-going whenever a tenant moves in or out of a unit.

The TRM arranges access for contractors to units with the tenant’s permission if the tenant cannot be available on the day of repair.

Note: the TRM only accompanies the OFNTSC inspector on-site regarding new housing construction, as the OFNTSC is mandated to do the “new housing” mandatory inspections for this First Nation, and not the MNCFN TRM.

CMHC Residential Rehabilitation Assistance Program (RRAP) For On-Reserve

One individual accessed CMHC/RRAP - regular. Most individuals did not qualify for CMHC/RRAP, either due to their income exceeding the income ceiling amount set by CMHC for this area, or, they had already accessed CMHC RRAP and were not eligible.

North Subdivision

Currently, there are 18 serviced lots for communal water service only. Economic Development and Public Works are investigating the possibility of installation of a communal sewer line, and/or roadway/sidewalks.

Separation of Housing

Housing officially separated from the Public Works Department on April 1, 2015 as per the Community Comprehensive Plan that identified that separation of housing as a priority.

Townline Estates Rental Units

Five-plex (units 1 to 5) changed from electrical furnaces and water heaters to Six Nations Natural Gas. Unit 1 had renovation/repairs completed after move out. Also, when the Six Nations gas line was installed, the line was installed to accommodate a newly constructed five-plex once one is scheduled to be built. In the five-plex, phase II (units 6 to 10) we installed privacy fencing, complete with a locking gate. In the eight-plex (units 18, 19, 20, and 21), we replaced residential doors on four middle units (two bedrooms) with commercial doors more suitable to the weather.

Townline Estates Contract Servicing

Three-year grass cutting contract - currently in second year; the second year went well.
Three-year heat servicing contract; the second year went well.

Additional Five-Plex

The TRM has developed the terms of reference, giving all individuals who were at the initial ad-hoc committee meeting a copy for review/comments. Terms of reference were also sent to OFNTSC for review/comment.

Beautification of Townline Estates

Bienenstock Natural playgrounds is moving forward with phase one. Construction is slated to start in September, 2016. The first payment has been made, as all the woodwork, trees, construction crew, etc. are lined up.

Maintenance Plans for All Rentals Section 95 Units

The Canada Mortgage and Housing Corporation (CMHC) is to set up a maintenance plan with the Technical Resource Manager, particularly for Section 95 units. This presentation will be opened up to Economic Development, as well as the Director of Public Works.

Webinars (offered free by CMHC)

The TRM participated in a CMHC “webinar” (portmanteau of ‘web seminar’) on March 8, 2016 regarding “Required Reserve Funds.”

Training (offered free by CMHC)

The TRM attended training regarding inspecting existing dwellings from Sept. 15th to Sept. 17th in 2015, held at the Aamjiwnaang First Nation Community Centre. Facilitated by Keith Maracle.

Revisions to Agreements

Next revisions will be made September/October 2017.

Matrimonial Real Property (MRP) Committee

An MRP committee was formed due to the effect that the federal MRP law may have on housing agreements. The committee meets once a month.

Housing/911 MAP Update

Mapping for MNCFN is done about every five years. Mapping is in the final stages. We're just reviewing and going back for final changes.

Reporting Requirements

The TRM completed and submitted all required reports to INAC (Indigenous and Northern Affairs Canada), formerly AANDC (Aboriginal Affairs and Northern Development Canada).

Certificate of Completion for Capital Projects (Housing & Repair/Renovation portion) Due June/15

AANDC Environmental Review: Due Oct/15 for 2016/17 year.

PUBLIC WORKS

Reports to Infrastructure and Development Council

Staff

Public Works Director - Barbara Hill (Arland LaForme)

Public Works Assistant - Brandy Vinnai

Infrastructure Maintenance Worker - Craig King

Community Centre Caretaker - Leo LaForme

Infrastructure Manager - Brandon Hill

Infrastructure Manager Assistant - Matthew Sault

LSK Caretaker/Maintenance - Trenton Hill

LSK Caretaker - Mervin Longboat

Contract Caretakers:

Maawi gnawending (Social & Health Services) - Kenneth Sault

Rumpus Hall/Admin 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 was performed on an ongoing basis throughout the year.

Major Road Projects:

- Rehabilitation of Bridge No. 16 on Mississauga Road No. 126 and all activities for Bridge No. 16 in the Bridge Condition Survey and Detailed, Design, Drawings and Tender Construction Documents were met.

Buildings/Grounds:

Routine maintenance of grounds/parking lots that included grass cutting and snow removal was 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.

Projects included:

- Agimaw Gamig Administration Building – Increased Electrical Panel Capacity in Council Chambers to accommodate coffee makers and catering food warmers. Create office space throughout the building, build to suit.
- Admin. Building 1 – Replace men’s/women’s washroom fixtures and countertops. Original fixtures to building dated back to 1950s. Added heating/cooling supply to server room. No original supply previously installed.
- Admin. Building 2 – Replace storage room door due to extreme wear (original to building). Install new baseboard heater in entry foyer. Seal wall between office space and mechanical room for health safety/fire separation continuity.

- Enterprise Building – Repaired entry gate, maintenance issue addressed. Installed new baseboard heating in office to ensure an adequate working temperature in the winter months. Updated and replaced outdated light fixtures in main storage area. Purchased new shelving to address health and safety concerns.
- Community Centre – Built cover at divider curtain to address health and safety issue for possible harm to occupants of building. Built covers to eliminate unauthorized access to upper storage area. Installed baseboard heating in boardroom and addressed grey noise in boardroom. Installed change tables in washrooms and purchased high chairs for occupant use during functions.
- Maamwi Gnowending (Social and Health) – Upgrade existing fire system components to address health and safety issues.
- Lloyd S. King Elementary School – Replaced two classroom carpet locations with vinyl composite tile (VCT). All corridors and doors were painted in addition to paint touch ups throughout the entire school. Asphalt sealed the existing playground and basketball court to address excessive wear and health and safety issue with play areas.

Equipment

Regular safety inspections, oil changes and general maintenance were completed on band-owned equipment, backhoe, trucks, sander, tractor, and lawn maintenance equipment. Replaced #9 Maintenance Truck due to high mileage and maintenance issues beginning to arise. Purchased new landscape tractor to replace a dated model due to maintenance issues beginning to arise.

Piped Water

Routine maintenance of flushing fire hydrants (approximately 126), exercising auxiliary hydrant valves (approximately 126), water main valves (approximately 82), and five Manual Air Release Valves, 1 Automatic Air Release Valve & 1 Blow off, performed chlorine residual, PH and turbidity readings throughout the year, totaling approximately 520 readings to ensure that the water in the distribution lines meet the regulations and standards for safe drinking water and repaired one fire hydrant. Monthly water usage readings were undertaken for approximately 200 customers and 23 band-owned buildings.

Piped Wastewater

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

Major work included:

- Lift Stations – Two New/GT Series Valve Actuators repaired/replaced.
- Lift Stations – Two FlyGt Model Np 3127 Submersible 600 Volt Pumps repaired/replaced.
- Four E-One Outdoor Simplex Unit Model DH097 - 93 repaired/replaced.

Fire

Public Works Department oversees the Fire Agreement between Haldimand County and Mississaugas of the New Credit First Nation. For the purposes of this agreement, fire protection means and 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 30 occurrences for New Credit for the

calendar year 2015 (January 2015-December 2015) that consisted of two vehicle accidents, four vehicle fires, four alarms, 11 medical assists, four structural, four grass, and one odor investigation.

Solid Waste

The official closure of the Tom Howe Landfill was October 31, 2015. Prior to that closure, MNCFN Public Works negotiated a third party solid waste/recycling contract with Emterra Environmental for a five-year term with optional renewal after three years. At the closure of the Tom Howe Landfill, beginning November 2015 to April 2016, 80.97 tonnes of waste has been collected by Emterra Environmental. In addition to that contract, the Public Works Department completed a solid waste management policy to assist MNCFN band membership and departments on improving recycling and solid waste efforts.

Recycling Program

Based on a calendar year (January to December), households on reserve generated approximately 44.86 metric tonnes of Blue Box material.

Tom Howe Landfill Site (THLFS)

The Public Works Director, Infrastructure Manager and Infrastructure Manager Assistant - along with a contracted hydro-geologist - continued to monitor the landfill site to ensure that the landfill is operated in accordance to the agreement between Haldimand County and Mississaugas of the New Credit First Nation.

9-1-1 Signs

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

REPORTING REQUIREMENTS

- Completed and submitted all required reports to Indigenous and Northern Affairs Canada, the Ministry of Transportation and Waste Diversion Ontario;
- Integrated Capital Management System Reporting, Community Infrastructure and Housing Annual Report and ACRS Project Annual Reports;
- First Nation Infrastructure Investment Plan Annual Update;
- Certificate of Completion for Capital Projects;
- Environmental Assessment Screening;
- Ministry of Transportation Final Submissions for Road Subsidy; and
- Waste Diversion Ontario DataCall.

SUSTAINABLE ECONOMIC DEVELOPMENT

Reports to Infrastructure and Development Council

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, Fiona Martin
Gas Attendant, Alicia Maracle-Sault
Gas Attendant, Taylor Henry
Gas Attendant, Aaron Wobbes
Gas Attendant, Mason Martin
Gas Attendant, Connar Lundy
Gas Attendant, Wes Day
Gas Attendant, Nathan Martin
Cashier, Jaylyn Wright
Cashier, Jaime LaForme

Programs and/or services offered:

- 1) Sustainable Economic Development (SED) manages community properties such as leasing and maintenance of the Commercial Plaza, Industrial Building and Wingers Cabinet properties. The newly-acquired Green Willow property is under SED 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 the Kuiper property, the buildings will likely need renovations or alterations to attract new tenants.
- 2) SED administers dollars and deals 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) Administers the operations of the New Credit Variety and Gas Bar, specifically:
 - Liaised between the Working Manager and MNCFN Finance staff to ensure effective accounting is maintained;
 - Monitored accounts payable, 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 and Gas Bar Personnel Handbook together with MNCFN policy;
 - Oversaw capital improvements and financial management.

- 4) MNCFN Infrastructure – Prepared funding proposals and project management and implementation for the infrastructure required to support the MNCFN community and economic development plans. This included the Community Centre. Economic Development oversaw the waterline Phase IV project, which was completed in January 2014.
- 5) Business Development – SED will:
 - Continue exploring potential partnerships and joint ventures as opportunities present themselves
 - Meet with and perform all due diligence on business venture interests that are 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 and Safety
 - Joint Health and Safety Committee member
 - Attend monthly meetings
 - Incorporate health and 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 and coordination 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
- Contributes 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 (now closed) – 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 T4s 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);
- 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.

Ball Field and Booth – Sustainable Economic Development Department oversees the booking/rentals at the ball field and booth.

Leasing of Commercial Plaza – All newly-proposed tenants are approved by Chief and Council. Regularly scheduled lease renewals at the tenants' requests are completed within the SED Department. We are continuing to explore opportunities for a suitable tenant in the former Country Style location.

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 are moving into the long-vacant 20,000 sq. ft. space following significant renovations.

Highway 6 Property (formerly Wingers location) – All newly-proposed tenants are approved by Chief and Council. Regularly scheduled lease renewals at the tenants' request are completed within the SED Department. Department of Consultation and Accommodation will be moving into the vacated office showroom space (former house) following renovations. We are seeking suitable tenants for workshop building and storage buildings.

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's 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 the committee, to ensure the current status of the property at the time of lockout may be properly assessed and recorded prior to any mandatory repairs.

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

- Renewable Energy Development (8392692 Canada Inc.);

- Forming a business corporation to maximize business development opportunities;
- Joint venture research; and
- Improving 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 water 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 a source of funds for Mississaugas of the New Credit First Nation.

CONSULTATION AND ACCOMMODATION

Reports to Infrastructure and Development Council

Staff

Mark LaForme, Director

Dale Sault, Office Manager

Fawn Sault, Consultation Manager

Megan DeVries, Archaeological Coordinator

Core Field Liaison Representatives (archaeological and environmental):

Alison LaForme

Chris Tobicoe

Gilbert LaForme

Grant LaForme

Jamie LaForme

Joe Gouthro

Leah Sault

Lisa Sault

PJ LaForme

S. Mike Maracle

Sandra Sault

These 11 named Field Liaison Representatives (FLRs) have been with the MNCFN “Monitoring Program” since the MNCFN began archaeological monitoring in 2012. These FLRs are the core group of FLRs for the MNCFN-DOCA. The above-named FLRs are certified in Archaeological Monitoring, Environmental Monitoring and Traditional Medicine identification.

When necessary, additional FLRs are brought on under a contract for archaeological monitoring only, and only as needed. Additional FLRs brought on under contract are not considered as part of the core group of FLRs. As well, because they do not have environmental monitor training, these contract FLRs cannot participate in environmental monitoring.

Office Opening

On January 5, 2015, the Department of Consultation and Accommodation (DOCA) officially commenced operations as a department of the MNCFN. The Department of Consultation and Accommodation (DOCA), was established to proactively address the Crown's (federal and provincial government) "Duty to Consult." This is in response to a Supreme Court of Canada decision relating to the Crown's "Duty to Consult" aboriginal communities regarding proposed land development when their treaty and traditional lands are impacted. DOCA is positioned to initiate and respond to projects involving proponents (developers), in land use development within the Mississaugas of the New Credit First Nation traditional territory.

DOCA's mandate is to engage with governments and private sector proponents on land and resource matters that may impact the rights and interests of our First Nation. The Mississaugas of the New Credit First Nation's traditional territory is vast and has been affected by numerous and various developments which impact our traditional territory, way of life, and sustainability of New Credit. While New Credit is not opposed to development, we do want to ensure that environmentally-sustainable practices are being implemented in response to any concerns about the land, water, air, species-at-risk, and the health of its people. New Credit wants to ensure that responsible practices are being implemented to protect the heritage and archaeology of our First Nation.

DOCA is responsible for strengthening recognition of our heritage by increasing public awareness and by being directly involved in all currently planned and future development within MNCFN's traditional territory. DOCA will assess and help alleviate impacts on our rights, land claims, and way of life by building relationships, and where possible, develop partnerships, with governments and private sector proponents. DOCA also works to advance negotiations with major proponents for securing capacity funding for project reviews, long-term relationship agreements, and impact benefit agreements to provide annual funding for community initiatives and revenue sharing on major projects.

DOCA also regularly interacts with various federal departments and provincial ministries as well as regulatory bodies such as the National Energy Board, the Ontario Energy Board, the Canadian Nuclear Safety Commission and the Canadian Environmental Assessment Agency, among others.

FLR Training

Archaeological monitoring in the field did not begin until late April of 2015. This allowed 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.

Code of Conduct

In 2016 DOCA drafted a comprehensive Code of Conduct to provide guidance to the FLRs on their duties, roles, responsibilities and expectations while in the field representing the Mississaugas of the New Credit First Nation.

Major Proponent Engagement

- Enbridge Gas Distribution
- Union Gas
- TransNorthern Pipelines
- Niagara Region Wind
- CN Rail
- City of Hamilton
- Ontario Power Generation

Beyond dealing with major proponents, DOCA also deals with a number of smaller proponents on smaller projects.

Examples of Projects

- Oil and gas pipeline replacement
- Oil and gas pipeline “integrity digs”
- Dundurn Castle
- Darlington Nuclear Generating Station license renewal
- Intermodal Logistics Hub
- Wind Turbine Farm construction

Overview of Finances

DOCA was given a mandate by Chief and Council to be a self-sustaining department by the end of three years. DOCA can proudly report that they achieved self-sustainability in its first year of operation. This was achieved by having the capacity to provide Environmental and Archaeological Monitoring services and invoicing proponents approximately \$1,800,000 in the 2015/16 fiscal year. DOCA received over \$15,000 for PFP funding that was approved by the Canadian Nuclear Safety Commission for the Darlington Nuclear Generating Station review and hearings. The New Relationship Fund assisted DOCA with \$90,000 for the fiscal year and will continue to do so until 2018. The amount covers the director’s wages and assists with a variety of expenses as covered in the NRF budget. Over \$200,000 was invoiced to proponents who covered a variety of community activities/events throughout the fiscal year.

LANDS, RESEARCH AND MEMBERSHIP

Reports to Infrastructure and Development Council

Staff

A/Director: Julie A. LaForme

A/Community Consultation, Lands and Membership Officer: L. Charlene Thomas

LRM Clerk: Delainie King

Programs and/or Services Offered:

Membership Program:

MNCFN has administered the membership program since November 1990. The program registers events in the Indian Registry System. Events include the registration of marriages, births, deaths, and transfers between bands. Certificates of Indian Status (status cards), and blood quantum letters are also issued by the Lands, Research and Membership Department. In summary, the activity for the year was as follows:

- The number of Births reported: 36
- The number of Deaths reported: 14
- The number of Marriages reported: 6
- The number of Divorces reported: 4
- The number of Miscellaneous (such as name correction, reverting to maiden names etc.) reported: 5
- The number of status cards issued: 416
- New registrants: 36 (registered through AANDC now INAC)

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 and register land transfers. The department also assists with survey requirements, band allocations, land leases and maintenance of files on Certificates of Possession.

Some figures for the past year:

- The number of Lands transactions registered in the Indian Land Registry System: 35
- 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

We continued work on the following three projects: Aboriginal Water Title, Nanfan Deed and the Rouge Valley Claim.

1. The Aboriginal Water Title Claim was submitted to the Province and Canada in September 2016. This project and subsequent claim will be used to assist the MNCFN Department of Consultation and Accommodation in their consultation with potential proponents in the Mississaugas of the New Credit Traditional Territory.
2. The Rouge Valley was not surrendered by the Mississaugas of the New Credit, but by the Williams Treaty First Nation. MNCFN was not a signatory to the Williams Treaty. The MNCFN is entering Stage II of this research project.
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 and recreation, arts and culture and the environment. Donations granted under the policy are normally intended as one-time special event funding for band members. The LRM Department also oversees the Registration/Lesson Fee Reimbursement Program in the amount of \$10,000. This program allows applicants to submit receipts for payment of up to \$250 per applicant per year.

2015-2016 – Registration/Lesson Fee: 83 applicants were approved.

2015-2016 – Donation Policy: 29 applicants approved.

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. However, non-members residing on the First Nation are encouraged to complete Residency Applications and apply to renew their expired Residency Permits.

Zoning By-Law

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 30 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 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, permitted encroachments in required yard 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.
- Those expressing the desire to amend their property zone must go through an application and approval process.

When lands transfers are done according to the zoning by-law, 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. About 10 requests per month are made either in person or by phone.

The Historical Gathering

An MNCFN Historical Gathering is coordinated and held in February of each year. The annual gathering is an important event that showcases the talent and history of the Mississaugas. Approximately 100 plus people attend this three-day event annually.

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) upon the death of a MNCFN band member. This policy came into effect the day of the Toronto Purchase 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 2015-2016, this office processed 14 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 residence, are entitled to receive a maximum of one thousand five hundred dollars (\$1500) per year, as a reimbursement against receipts and/or invoices or estimates. For the 2016-17 fiscal, council made a motion to increase the community wellness to \$2,500 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) 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 such as: 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) except in the case of the final claim.

In 2015/16 this office processed 2,242 claims. In May 2010 estimates of total band membership was 1865; as of March 31, 2016, the membership is now 2,396.

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 2015, an MRP coordinator and assistant were hired to draft the First Nation's Matrimonial Real Property Law. A draft law has been developed and will be presented to Chief, Council, and the MNCFN membership in the near future.

MEDIA AND COMMUNICATIONS

Reports to Executive Finance Council

Staff

Media and Communications Director: Deanna Dunham

Content Writer: Jesse Johnson

Culture and Events Coordinator: Caitlin Laforme

Minute Taker: Vacant

Programs and/or Services

The Media and Communications department offers the following services to MNCFN Council and departments:

- Community Engagement
- Maintaining MNCFN website
- Producing newsletter/flyers
- Assisting with community engagement events
- Developing communications materials as required (pamphlets, presentations, advertisements etc.)
- Maintaining social media (Twitter & Facebook)
- Public relations
- Development, implementation, and reporting of surveys

External Communications

- Writing speeches and correspondences
- Writing press releases
- Preparing Chief and Council for public engagements & meetings
- Ensuring Chief and Council are aware of matters of special interest

Internal Communications

- Development and maintenance of event calendar
- Recording minutes and reports for special meetings
- Ensuring staff are aware of matters of special interest including funding and networking opportunities
- Ensuring internal communications processes are efficient. Examples of current processes under consideration include:
 - Transition from paper to digital communications
 - Improved communications in meetings (audio recording for minutes, Skype set-up, wireless laptop presentations)
 - Development of intranet (internal website)
 - Limited computer training services

Development and Implementation of Communications Strategies for Council and all MNCFN Departments

- Determining communications objectives for each department and business venture
- Developing key messaging, segmenting and targeting audiences, determining tactics
- Developing plans for implementation and evaluation of communications strategies
- Consulting with Council and departments as needed for individual projects

MNCFN Branding and Quality Control

- Developing communications policies
- Developing brand guidelines
- Ensuring all outgoing communications are free of errors, professionally formatted, and adhere to the MNCFN communications policy and brand guidelines

Relationship Building

Building relationships with other Mississauga First Nations and other First Nations, municipalities, province of Ontario, and the Government of Canada.

Facilitating information flow between MNCFN and regional organizations such as COO and the AFN.

Special Projects

Media and Communications Director oversees a number of special projects including:

- Coordination of *Climate Change: An Indigenous Discussion on the Road to Paris* event, overseeing development of the resulting position paper and its presentation in Paris
- Coordination of Pan/Parapan Am Round Table and report development
- Chair committee established to oversee the establishment of a new MNCFN LSK Education Authority
- Implementation of the Regional Health Survey

Committee Involvement

The Media and Communications Director participates in the following committees:

- Treaty-Based Rights Committee
- Dundas Roncesvalles Peace Garden Committee
- Health and Safety Committee



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BDO Canada LLP
3115 Harvester Road, Suite 400
Burlington ON L7N 3N8 Canada

Independent Auditors' Report

To the Chief and Council of the Mississaugas of the New Credit First Nation

We have audited the accompanying consolidated financial statements of Mississaugas of the New Credit First Nation, which comprise the consolidated statement of financial position as at March 31, 2016 and the consolidated statements of operations and accumulated surplus, change in net financial assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these consolidated financial statements present fairly, in all material respects, the financial position of Mississaugas of the New Credit First Nation as at March 31, 2016 and the results of its operations, change in net financial assets and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Other Matters Paragraph

Without modifying our opinion, we draw attention to Note 2 to the consolidated financial statements, which explains that certain comparative information for the year ended March 31, 2015 has been restated. The consolidated financial statements of Mississaugas of the New Credit First Nation for the year ended March 31, 2015 (prior to the restatement of the comparative information) were audited by another auditor who expressed an unqualified opinion on those statements on August 17, 2015.

BDO CANADA LLP

Chartered Professional Accountants, Licensed Public Accountants
Burlington, Ontario
August 2, 2016

Mississaugas of the New Credit First Nation Consolidated Statement of Operations and Accumulated Surplus

For the year ended March 31	Budget (Note 19)	2016	2015 (Restated- Note 2)
Revenues			
Indigenous and Northern Affairs Canada	\$ 5,955,120	\$ 5,933,756	\$ 5,828,401
Federal government transfers (Note 17)	1,249,352	1,240,729	1,509,318
Provincial government transfers (Note 17)	1,955,279	2,195,579	2,043,477
Income from portfolio investments	59,000	447,488	331,346
Other income	8,451,376	4,832,027	2,971,345
Canada Mortgage and Housing Corporation	65,278	62,673	69,141
Casino Rama fees	-	1,054,548	1,036,448
Transfers from deferred revenue	-	1,170,087	691,451
Toronto Purchase Trust revenue	-	7,636,991	11,378,849
Sales from business enterprises	-	13,138,751	15,141,819
Community Trust Land Claim Fund revenue	87,000	1,032,548	529,020
	17,822,405	38,745,177	41,530,615
Expenses			
Council administration	1,866,215	1,939,946	1,673,063
Public works and housing	3,208,436	2,394,727	2,191,285
Economic development	1,807,637	1,656,430	1,022,769
Health and social services	3,018,195	2,741,640	2,601,648
Education	4,511,010	4,422,946	4,198,568
Land, membership and research	531,069	375,376	459,405
Childcare	984,350	1,009,758	901,150
Employment and training	-	281,245	334,627
Consultation and accommodation	1,895,493	1,420,529	631,726
Casino Rama expenses	-	590,176	657,693
Toronto Purchase Trust expenses	-	9,688,605	9,261,150
Expenses from business enterprises	-	12,802,654	14,764,448
Amortization of tangible capital assets	-	1,169,707	1,077,861
Loss on investment in government business enterprises	-	3,096	93,459
	17,822,405	40,496,835	39,868,852
Annual (deficit) surplus	-	(1,751,658)	1,661,763
Accumulated surplus, beginning of year, as previously reported		51,757,373	35,958,800
Prior period adjustment (Note 2)		-	14,136,810
Accumulated surplus, beginning of year as restated		51,757,373	50,095,610
Accumulated surplus, end of year	\$ 51,757,373	\$ 50,005,715	\$ 51,757,373

Segmented Disclosure (Note 21)

The accompanying notes are an integral part of these consolidated financial statements.