



2018-2019 Annual Report

Mississaugas of the Credit First Nation

2017/2018 ANNUAL REPORT

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MESSAGE FROM CHIEF R. STACEY LAFORME

Aanii

As Chief/Giima of the Mississaugas of the Credit First Nation, I am excited to present to our Nation the 2018 – 2019 annual report, which highlights all the happenings in each department over the past year and displays the work of Chief and Council.

We have focused on changing the direction of the MCFN. We have moved forward on the strategic plan. Each Councillor now has a pillar that is the key focus of their time as a Councillor. This new process requires strong communications, certain skills in negotiation for each Councillor and the ability to move the Pillar for which they are responsible forward in a positive manner. This will in turn lead to further accountability. Obviously we cannot do this by ourselves. We require the help of all staff and MCFN members. We have said good bye to our long time Executive Director and hired a new Chief Operating Officer. This is done with the vision of changing the silo approach of past administrative practices and moving to a more team work approach. We want to ensure that staff are empowered and accountable. Many of the Pillar Leads for Council have MCFN members sitting on an advisory team, to bring the expertise they possess to the table but also to become more informed of the overall process.

One final piece of the puzzle for our Nation and the new structures we are creating is the requirement for a Board of some type who have the ability and the authority to hold the elected Chief and Council accountable with regards to code of conduct and issues of ethics. I was hopeful that we could cover this under the election law. However I do not see the need to wait. We could put something in place in the next six months.

We are committed to the Mississaugas Nation. The Mississaugas continue to meet socially and politically and I trust in the future the Nation will find a Government Structure that allows us to stand together on many issues that will benefit the entire Nation.

The past year has seen us sign a Memorandum of Understanding (MOU) with the government of Canada around the duty to consult and accommodate. This will allow us to have a strong voice and position when it comes to Federal development. The wording of the document is substantial and the document is viewable on the MCFN website.

We have also signed an agreement with Canada where they will provide governance dollars to this First Nation of approximately \$500,000 a year. The Mississaugas of the Credit are utilizing these dollars for internal government processes and external development. Internally we will be hiring a few new people to focus on the Mississaugas of the Credit Government issues. We are working on a constitution, on an election law and are setting out other areas that will require the creation of our laws.

I want to touch on a couple areas of development. The Land claims and water claims are being pursued through the regular process and we are hopeful to begin broad discussions on those claims at a table with Canada. The water line has been approved and Canada will pay for the completion of the lines and we will be able to provide service to Six Nations who are on the boundary roads if they wish to connect. We held a two day summit on Child Welfare and will be reviewing all recommendations and moving forward. The new Mississaugas of the Credit Corporation has been structured. It is important to understand while the Corporation is ultimately a source of revenue for our First Nation they are intended to function separate from Chief and Council. I would be pleased to see a good return on our investment in the next three to five years. The team works diligently on all areas of education but the expansion of Lloyd S King School is a priority. Canada paid for the large portable that was completed



for grades seven and eight as an interim step.

We are progressing on many issues because of the hard work of the staff and the hard work of your elected Council. I will not go into detail as you will see many of their reports contain updated information. The new system is not easy, change is difficult but it is necessary and I am pleased with what we have achieved to date.

It is an honour to serve the MCFN membership and I am confident that we are heading in a direction that will safeguard the security of future generations.

Chi-miigwech

R. Stacey Laforme



Councillor Larry Sault

Pillar One - Inclusive prosperity, economic growth and job creation

Newly elected in December 2017



COUNCILLOR REPORTS

Councillor Evan Sault

Pillar Two - Nation well-being and wellness

Aanii, my fellow Mississaugas of the Credit First Nation Members:

As councillor, I continue to be honoured to represent our MCFN members at various tables. I am Chair of Health and Social Services. Under MCFN's strategic plan, I hold Pillar two responsible for Nation Well-Being and Wellness. During the 2018-2019 fiscal year, we have made great strides improving MCFN health and social services' partnerships, programs and services. It was a privilege to ensure our voices were heard by welcoming guests to Mississaugas of the Credit Treaty Lands and Territory during the opening of the annual Chiefs of Ontario health forum in February and numerous other events over the past year.

As chair of MCFN's Major Events Committee (MEC), I wish to congratulate and recognize the hard work of our MEC members and the many volunteers who represent our amazing Nation at annual events, such as the Canadian National Exhibition, Fort York's Indigenous Arts Festival, Redpath Waterfront Festival, and Little Native Hockey League. Our contributions helped make these events successful and brought awareness of our Mississauga Nation, and Indigenous peoples to thousands of people.

As part MCFN's negotiations team, we work hard to ensure our Indigenous and treaty rights are upheld and respected under the duty to consult. This is a focus to carry throughout our lands. We successfully closed the Niagara Reinforcement Project (NRP) that will now generate great revenue and funds to MCFN for years to come.

Much of my time during the fiscal year was spent here at home, participating in community events where I can meet face-to-face with our members to discuss what is important to you and your families. I was master of ceremonies at many events like the community picnic, Halloween and Christmas parties, Caring Together Week events and the annual DOCA (Department of Consultation and Accommodation) and (Field Liaison Representative) FLR-Appreciation banquet.

I always appreciate community participation at the MCFN monthly gatherings, and hope to see more of you come out to engage over the next year.

Looking ahead, I will continue to advance the MCFN strategic plan in the Health and Social Services area. Please know that I am always available to talk about matters affecting our community, particularly as they relate to Health and Social Services, for which I continue to chair.

Best wishes and yours in unity,
Councillor Evan Sault
Mississaugas of the Credit First Nation
Cell: 905 869-5767



COUNCILLOR REPORTS

Councillor Cathie Jamieson

Pillar Three - Environmental & sustainability, stewardship of our air, land, water & natural resources

Aanii Mississaugas of the Credit First Nation members,

It has been an honour to be in term of Councillor for 2017-2019. In the fiscal year of 2018 – 2019, I have viewed my responsibility to uphold the political role in the areas outlined with the council portfolios with the understanding that a new strategy would aid the transition to the MCFN Pillar Structures and Strategic plan.

Education Social Health Services Co-Chair: Monthly Council Meetings that outline matters over Social Services and Education.

Mississaugas of the Credit First Nation Employment & Training Chair: Updates on the Local delivery mechanism of our MCFN Employment and Training unit.

Aboriginal Labour Force Development Circle as the Board Vice Chair – Representation for MCFN: This board deals with Aboriginal Skills Employment and Training Federal Agreements and how this entered into sub agreements with First Nations is distributed with local delivery mechanisms. As the transition has come underway from title change of ASETS to ISETS (Indigenous Skills Employment & Training Services) with the ability to enter into 10 year agreements of program delivery and operations. This has created an opportunity for some bands to shift into jurisdictional management of their Employment and Training funding.

Ganawenjigewik Nibii Bemaadiziwin Water committee Member: This has been a committee outlined to work with information sharing and consultation with membership regarding the views onto the concepts of Waters and the importance this will bring to the submission to land and water claims. The role of the committee has been working to complete a water framework in pursuit of creating a water code. The recommendations that will be brought forward will be captured within the next version of the strategic plan.

The external appointments regarding environment:

Lake Erie Source Water Protection: This committee reviews the infrastructure and capacity to have safe measure to drink waters – the overall plans, development, impacts and risks on source drinking water. These are quarterly updates and meetings out of Grand River Conservation Authority.

Smart Cities Transitional Advisory Committee: is operational out of Guelph Wellington Our Food Future & the Smart Cities Challenge: an area looking to approach holistic strategies and best practice theory to circular economy on food plans with the premise of data collection and innovation with technology. The initiated pilot covers areas of agriculture, foods, culture, environment, health, business. The project is based on working with stakeholders – the themes in this pilot project relate to the First Nation's holistic approach regarding Stewardship laws and rights and projects that impact succession of lives in community and succession of the environment in situ geographically.

Pillar 3: Environmental & Sustainability, Stewardship of our air, land, water & natural resources:

The strategic plan structure change that is further being fleshed out to act as a vessel of long term planning for the Mississaugas of the Credit First Nation. The point of lands, water, air and natural resources is one area of importance, but also how all that factors into the accumulated effects of Climate Change.



COUNCILLOR REPORTS

The pillar work will take a role with participating in already existing environment and climate change processes or projects. There is a need to synchronize strategies with the levels of our counterparts of government in the effort to strive to reverse impacts on a global scale. This pillar is a large intricate file that is an area of foundation for the Nation, and many Global indigenous nations. It will require a building of capacity and resources of social, technical, scientific, activist, economic and political roles of systems approach to a given issue. There are already existing Environmental discussion tables within Chiefs of Ontario, Assembly of First Nations, Canada, Ontario, where all regional levels have produced some strategies, so this is environmental consciousness of an opportunity for the Nation to speak up in a role as stewards and indigenous best practice. Much of this is in the historical and traditional knowledge starting to transform into a tangible road map forward, when the larger global agenda is elevating this awareness. The pillar will look to develop / connect strategies for internal for local to local, government to government and nation to nation.

Thank you,
Councillor Cathie Jamieson



COUNCILLOR REPORTS

Councillor Veronica King-Jamieson Pillar Four - Education and awareness

PRIORITIES FOR PILLAR 4 EDUCATION AND AWARENESS COMMUNITY

The purpose of Pillar 4, in furtherance of our people's inherent and inalienable right of self-determination, it is essential that our government ensures a strong educational and awareness foundation and enhanced educational opportunities. Our objective is to facilitate and accelerate understanding of and appreciation for the importance of our history, language, culture, beliefs, traditional knowledge and values.

It's been a rewarding experience this past year to work along side the Pillar 4 team from April 1, 2018 to March 31, 2019 which consisted of Education Director Katelyn Laforme, Patti Barber Director of Child Care EarlyON, and MCFN members – Kerri King, M. Karl King, Lisa King and Valerie King. Main focus was terms of reference for the MCFN Board of Education and creation of curriculum / lesson plans around MCFN culture and art mural at LSK.

GOVERNMENT-to-GOVERNMENT

Educational Institution collaboration:

The Mississaugas of the Credit has approximately 50 cities on our territory and we have been working with each City Council and the education department on heighten the education and awareness of who we are and providing material on MCFN for educational purpose; however more strategy work needs to be completed. Here are some highlights this past year -

Peel District:

The team worked on a series of draft lessons where the art mural has been infused for each division - K-3, 4-6, 7-8 based on Ontario curriculum expectations and the Big Ideas. Ongoing dialogue with Pillar 4 members and input from MCFN classroom teachers and knowledge keepers to incorporate any suggestions on ways of knowing.

University of Toronto Mississauga Campus:

We hosted an Education Symposium on Dec. 7, 2018 with close to 500 participants.

From this project began the dialogue on the next phase with Mississaugas of the Credit working group co-developed and collaborated with key UTM Dr. Sherry F. Dr. Nicole on MCFN history in curriculum courses to begin in the fall 2019 with facilitators: Councillor Cathie Jamieson, Carolyn King, Garry Sault, Margaret Sault, Jai King-Green, Jonathan Ferrier PhD, BSc, BA.

Further introduction to Dean, Robin Gray lead to further initiatives and reaching out to the Mississaugas of the Credit community in making space for MCFN at UTM with discussions on a newly constructed building which includes office space to utilize; along with naming the building in our language through discussion with Susan Senese, UTM. Watch for more details to follow on the ceremony - save the date Nov. 22, 2019.

This is an honour and truly a success story in the right step in Truth and Reconciliation.

Massey College:

Attended functions such as the high table dinner ceremonies with recognition speeches around the land acknowledgement and creating space for MCFN to utilize an office suite with accommodation this fiscal year which was extended to the next fiscal year (2019-2020). Chief Stacey Laforme and Councillor Erma as outreach were a big part of these discussions in implementing the first year. Watch for more exciting news to flourish with this partnership on potential programs such as an ambassador



COUNCILLOR REPORTS

cultural mentoring and recognition scholarship from MCFN.

Acton High School:

Has taken an active role in the land acknowledgement of MCFN and have created signs to be installed in their community, more details to follow on the sign completed by Grade 10 class through Teacher & Guidance Counsellor Shawn Brown.

Conestoga College:

Much dialogue around development of our Indigenous studies programs with Andrew Judge, PhD Coordinator, Indigenous Studies

Eagle Plains Public School, Brampton Ontario:

With the guidance of Grade 5 Teacher, Colleen Hopman her class took an active role in learning about MCFN. In December 2018, the students held a marketplace where they recycled and made goods to sell to their community. They had a used book drive, they sold items students knitted, painted and created like Silly Pencil Toppers and Duct Tape pencil holders. They raised just over \$580.00 from the event. The students donated these funds to LSK School. More details to follow on how LSK plans on using the funds received.

NATION-to-NATION

Language Strategy research and development to include the six (6) Mississauga Nations around the cost to reclaim, revitalize and maintain our Mississauga Language. We know Indigenous peoples across the country are taking steps to reclaim and revitalize their languages, in many communities, only a few elderly people can speak the language. We need to take progressive steps and we look forward to hearing from members about how they can help because you have the right to speak, promote and maintain our language.

Governance structure meetings to be informed about the impacts that affect MCFN:

- Mississauga Nation Chiefs meetings and gatherings on governance structure and rebuilding relationships to move forward as one nation.
- Political Territorial Organizations – Assembly of First Nations, Chiefs of Ontario, UNDRIP
- Participated in many outreach activities in our territory educating on who we are as Michi Saagii people and provided welcoming remarks on behalf of MCFN.

First Nation with School Collective (FNWSC)

Mississaugas of the Credit First Nation is an active participating nation of the 'Collective'

Working with seven other First Nations in governance, education formula funding modelling, research and evaluation in education since 2017. Each year the Collective works to build our collective capacity to strengthen each community's readiness to take over jurisdiction over education focusing on structural readiness activities that serve to strengthen our institution's capacity to deliver on high-quality education programming. We were able to build some capacity dollars into this project by hiring a FNWSC Coordinator and it's been an honour to work with MCFN member – Cassandra Green.

Justice Conference planning for Oct. 29 – 30, 2019 at MCFN community centre plus being involved with the Indigenous People's Bail Court with Councillor Bill as an active alternate. Attended meetings on the Missing Murdered Indigenous Woman and Human Trafficking.

Education awareness on the Federal Indian Day School Class Action Settlement.

"It is with passion, to give thanks for every day and remember how important to recognize everyone & everything that exists around us, that contributes to our self education awareness and how we can give back to others and our environment. Miigwech." Councillor Veronica King-Jamieson.



COUNCILLOR REPORTS

Councillor Erma Ferrell

Pillar Five - Striving to be an independent and sovereign people

APPOINTMENTS

Appointed by the Mississaugas Chief & Council to:

- Executive Finance-Chair – My responsibility is to ask questions on the finances and to be the Chair for Executive Finance every other month.
- Negotiating Team – My role on the negotiating team along with Councillor Evan Sault was to work in collaboration with our legal counsel Pape Salter, to secure the purchase of twenty percent equity into the Niagara Reinforcement Line N.R.L. The buy into the N.R.L. will provide revenue for our First Nation for a minimum of twenty years.
- Water Committee (Alternate Council Rep) – our Water Committee is working with Legal Council on our treaties that have not included the water within our Treaty Lands that were never surrendered.
- Alternate for the Aboriginal Labour Force Development Circle (Alternate) – The Aboriginal Labour Force Development Circle is a flow through organization to provide funding to our First Nation for employment and training. My role is to attend meetings when the appointee is unable to attend.
- Employment & Training-Co-Chair – My role is to be the chair for the employment and training chair if unavailable. The employment and training coordinator presents requests and updates as needed.

The employment and training coordinator provides the Mississaugas of the Credit Chief and Council with;

- updates that affect funding for employment and training programs,
- when a new program is introduced, or
- when requests are received that exceed the coordinator's financial level of approval on applications.
- Major & Special Events Committee-Co-Chair – Our First Nation provides an information booth at various events we are invited to. The Chair, Co-Chair, the Major & Special Events Coordinator and Assistant, along with members of the committee, man the information booth at events to hand out information on the Mississaugas of the Credit First Nation. Depending on the size of the event, additional volunteers are required to assist; ie: the Canadian National Exhibition.
- Grand River Leadership Prayer Breakfast – The Grand River Leadership Prayer Breakfast Committee meets monthly beginning in the fall to plan for the breakfast which is held annually in April. The event is held at the Fisherville Lions Hall to host members of various political offices, and various Police and Fire Departments. In April 2019 members from the Haldimand Council, the Six Nations Chief & Council, the Mississaugas of the Credit Council, and local members of Parliament.
- Pillar #5 – Outreach – My role as the lead for Pillar #5 is to prepare information to be shared with anyone who is interested in who the Mississaugas of the Credit First Nation are and their history; current and past. Members of my committee provide research, and new ideas on how we gather information to be shared with members who wish to meet with other organizations to share our history.



COUNCILLOR REPORTS

Councillor Stephi L. LaForme

Pillar Six Lead - Infrastructure, community and membership development

Newly elected in December 2017



COUNCILLOR REPORTS

Councillor William “Bill” Rodger LaForme Pillar Seven - Inclusive leadership and governance

Newly elected in December 2017



Administration

Executive Finance Council

Chair: Erma Ferrell and William Rodger LaForme

Staff:

Executive Director: Cynthia Jamieson, Retired June 2019

Director Finance: Lilia Moos

Accounts Payable: Victoria Sandy

Accounts Receivable: Kelly Greene

Payroll/Finance Officer: Cindy Skye

Office Clerk: Barbara Smoke

Events and Cultural Coordinator: Caitlin LaForme

Proposal Writer: Lewis Staats

Human Resource Manager - Kerri L. King (maternity leave September 2017 – August 2018)

A/Human Resource Manager – Diana Lomax/Rick Robbins (September 2017 – July 2018)

Human Resource Assistant – Vicki Martin (until January 2019)

Human Resource Assistant – Stephanie LaForme (March 2019)

Records Manager: Jenny Henry

Receptionist: 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 Own Source Revenue matrix) 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
- Toronto Purchase Settlement and Trust Agreements
 - Community meetings as per the Trust requirement (ie 3-4 annually regarding funds received, receive input regarding planned expenditures, and funds expended) and account for funds received by the Trust (ie. Community Wellness, Estate Policy, Minors Capital).



- Implementation of the MCFN Chief and Council Strategic Plan and Governance Pillar system

Human Resource Unit

The primary purpose of the Human Resource Unit is to assist in the administration of effective, efficient and responsible human resource plans and procedures of the MCFN by ensuring the plans and procedures are consistent with the vision, mission, management philosophy, standards and organizational and program policies established by the MCFN Council.

- Continual review and updating of MCFN job descriptions and new descriptions as required
- Posting, recruiting and onboarding new and existing positions within the organization;
- Ongoing monitoring to ensure staff performance appraisals are completed as per policy;
- Organizational training in Safe Food Handling, WHMIS, health and safety;
- Workplace Health and Safety Committee responsibilities and general workplace inspections;
- Review and grading of all new positions within the organization;
- Submission of Annual Reports to Pension Carrier and CRA
- Liaison between staff and the Health & Pension carriers
- Organization of various employee sessions – one on ones, retirement sessions, financial awareness sessions, et
- Due to the increasing MCFN workforce and higher need for HR support, a full time Human Resource Assistant has been added to the staffing complement.

HR Staffing for 2018/19 Fiscal

Human Resource Manager - Kerri L. King (maternity leave September 2017 – August 2018)

A/Human Resource Manager – Diana Lomax/Rick Robbins (September 2017 – July 2018)

Human Resource Assistant – Vicki Martin (until January 2019)

Human Resource Assistant – Stephanie LaForme (March 2019)

Culture and Events Coordinator

- Coordinator for Requests for Event Participation submissions for internal and external requests regarding MCFN participation
- Coordinated Council's Monthly Gathering meetings with the membership
- Coordinator on behalf of MCFN for the Mississauga Nation
- Lead Administration of the Major Events Committee and participated in events including the Indigenous Arts Festival at Fort York, CNE 2018, among other events
- Cultural Programming for community – Language Classes, Workshops and events, etc.
- Lead Administration on Ambassador Program and Moccasin Identifier (Greenbelt)

Proposal Writer

The Proposal Writer is to assist the MCFN by preparing funding proposals to help achieve the overall mission and growth initiatives in the MCFN Council's strategic plan.

Finance

MCFN operates under a centralized finance system where in summary the unit undertakes accounts payable, accounts receivable, payroll and provides monthly financial statements to Council and departments



- Assist departments with budget completion and variances follow up
- Ongoing Electronic Funds Transfer for Post Secondary students, bank to bank automated transfers as per program requirements
- Completed the transition from cash and cheques deposit to bill payments online
- Insurance cost allocations
- ACCPAC accounting system upgrades
- Update Capital Assets Files and Policy as per INAC requirement (ongoing)
- Monitoring cash flow with regards to long term investments, bank account and reserves
- Fiscal funding arrangements ensure monies are received and distributed accordingly and expended in a timely manner in accordance with arrangements and GAPP (Generally Accepted Accounting Principles)
- Assist departments in meeting their reporting requirements, deferred revenues and address variances
- Ensure the Yearly Audit of the MCFN operation is complete and submitted by deadline and working with auditors to ensure MCFN accounting issues are resolved (e.g. Management Letter follow up)
- Departmental archiving
- Community Trust grants review and financial reporting
- Gaming Share Agreement monitoring of revenues, funded projects and audit reporting requirements
- Finance policies update – as required
- Monitoring Toronto Purchase Investments and pay outs for Community Wellness and Estate policies disbursements and audit reporting requirements
- Provided general assistance related to Finance to the various departments as required.

Note: 2018-2019 Audit Summary is attached as Appendix A (the full 2018-2019 MCFN Council Audit is available for review by MCFN membership at the AGIMAW GAMIG [new council house] and on the MCFN website at www.mncfn.ca)



Child Care and EarlyON Programs

Reports to Education and Social Services Council

Director: Patti Barber RECE (September to March)

Ekwaamjigenang Children's Centre (ECC)

Staff:

Supervisor: Patti Barber RECE (April to September)

Acting Supervisor: Elisa Machida BA RECE (September to March)

Assistant Supervisor: Elisa Machida BA RECE (April to September)

Acting Assistant Supervisor: Shannon King (September to March)

Cook: Kathie Thompkins

Ojibwe Language Instructor: Tena Sault

Child Care Assistant: Pamela Bomberry

Registered Early Childhood Educators (RECE):

Bonnie Smith

Shannon King (April to September)

Terri Jo Johnson

Kristine Kerfont

Melissa Carter

Megan LaForme

Greg Montour

Shelby Riddell

Sarah Stubbs

License

Ekwaamjigenang Children's Centre was licensed for 65 childcare spaces for children aged 0-5 years. The trained staff provides 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 renewed License was issued by MEDU on November 2, 2018 with an expiry date of November 2, 2019.

Number of Families and Children Served

In the past fiscal year, the Ekwaamjigenang Children's Centre served 61 families and 77 children.

Staff Training

Ekwaamjigenang staff attended a variety of professional development and networking opportunities in the Brant, Haldimand/Norfolk and Southwestern Ontario First Nation areas. As well, two staff attended NECE in Walpole Island.

Playground

As per the Child Care Early Years Act, a certified playground inspector inspects all playground equipment annually. The playgrounds were inspected on May 2, 2018. It was once again



recommended that we remove the swing set frame from the preschool playground. All other areas were noted to comply with the CSA Standards with the exception of the height of the one slide in the preschool playground (which is noted every year and has not posed an issue).

Outside Meetings/Development

Staff worked closely with the Lansdowne Children's Centre Resource Consultant to implement plans of care for children who are on caseload. The ECC Supervisor or Assistant Supervisor met monthly with the South West Region Progressive Early learning Aboriginal Centres of Excellence Network (SWR PEACE Network) in neighbouring First Nation Communities. The Assistant Supervisor has also been attending the Early Learning and Care networking sessions in Haldimand Norfolk County.

Internal Networking

Collaboration and information sharing is ongoing between the EarlyON Child and Family Program, Education Office, Community Health Office, Social Services, Healthy Babies Healthy Children Program and LSK Elementary staff. The Director is a member of the Lloyd S. King Expansion Committee and a member of the Pillar 4.

Political Activities

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

Program Highlights

Our program at ECC continues to grow and change in conjunction with the Child Care Early Years Act and regulatory requirements. We continue to incorporate "How Does Learning Happen" into our Emergent Curriculum. High quality early learning and care is achieved through the use of our pedagogical approaches with families, staff and children. Through this approach, staff are guided to follow our program statement and philosophy.

EarlyON Child and Family Programs

Staff:

Coordinator: Katharine Brown RECE (Internal transfer January)

The Director and Coordinator along with the Human Resources Department were busy with the recruiting and hiring process for new positions which included: Facilitators, Program Support Person, Cultural Facilitator and Financial Clerk.

Program Overview:

The EarlyON Child and Family Program is designed to provide a broad set of free programs and resources for parents/caregivers and their children focusing on ages 0-6. EarlyON Child and Family Centres enhance children's learning and development, provide support to parents and caregivers, and connect families to community services. The Indigenous-Led MCFN EarlyON program combines all aspects of the EarlyON as well as providing access to culturally-relevant programs and services for both non-Indigenous and Indigenous families in the community. We strive to foster an Indigenous identity and share our Anishnabek worldview through culture, language and community.

This free program for participants is funded through the Ministry of Education. We have partnered with Haldimand Norfolk County and receive the MEDU funding through a partnership agreement for the Indigenous Led portion of the EarlyON Child and Family Program.



Number of Families and Children Served

Hagersville Secondary School Site: From January to March the number of children served was 40 and the number of parents/caregivers served was 32.

MCFN Pop up sites: From January to March the number of children served was 9 and the number of parents/caregivers served was 7.

Outside Meetings/Development

The Director and Coordinator have worked closely with the Haldimand-Norfolk (HN) EarlyON Staff from REACH as well we have been meeting regularly with Haldimand-Norfolk Consolidated Municipal Service Manager (CMSM) Jeff Wilson for planning, updating and reporting purposes. The Coordinator met monthly with the South West Region Progressive Early learning Aboriginal Centres of Excellence Network (SWR PEACE Network) in neighbouring First Nation Communities. The Coordinator has created a network of Indigenous EarlyON Child and Family Programs and will continue to build a rapport and begin to meet regularly.

Internal Networking

Collaboration and information sharing is ongoing between the EarlyON Child and Family Program, ECC and the Community Health Office.

Political Activities

There is direct financial reporting and involvement with Ministry of Education and the H/N CMSM.

Program Highlights

Our EarlyON Child and Family Programs continue to grow and change in relation with community feedback and requests. We continue to incorporate “How Does Learning Happen” into our programs. High quality early learning programming is achieved through the use of our pedagogical approaches with caregivers, staff and children.



Department of Consultation and Accommodation (DOCA)

Infrastructure and Development Council

Co-Chair: Councillor Stephi LaForme

Co-Chair: Councillor Larry Sault

Staff:

Mark LaForme, Director

Abby LaForme, Administrative Support

Caron Smith, Environmental and Regulatory Advisor

Darin Wybenga, Traditional Knowledge and Land Use Coordinator

Fawn Sault, Consultation Manager

Hilary Chamberlin, Minute Taker

Joelle Williams, Archaeological and Environmental Assistant

Megan DeVries, Archaeological Operations Supervisor

Nicole LaForme-Hess, Office Manager

Peter Epler, Field Archaeologist

Office History:

The Department of Consultation and Accommodation (DOCA), became operational in January 2015 to address the Crown's (Federal and Provincial Government) "Duty to Consult." This is in response to ongoing Supreme Court of Canada decisions relating to the Crown's "Duty to Consult" aboriginal communities regarding proposed land developments when their treaty and traditional lands are impacted. DOCA is in a position to respond to projects involving proponents (developers), in land use development within the Mississaugas of the Credit First Nation Treaty and Traditional Territory.

MCFN-DOCA's mandate is to engage with the Crown, Regional and Municipal governments, city governments and private sector proponents on land and resources matters that may impact the rights and interests of the MCFN. The Mississaugas of the Credit First Nation's Treaty and Traditional Territory is vast and has been, and continues to be, affected by numerous and various developments, which impact our traditional territory, way of life, and sustainability of MCFN. While MCFN is not opposed to development, MCFN does require 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. The MCFN-DOCA requires that archaeological and environmental practices of the highest standards are employed, and respect and sensitivity to Indigenous cultural heritage is demonstrated in the conduct of this work.

DOCA is responsible for strengthening recognition of our heritage by increasing public awareness and by being directly involved in currently planned and future developments within MCFN's Treaty and 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 the Crown and private sector proponents. DOCA also works to advance negotiations with major proponents for securing capacity 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.

DOCA in 2018/2019:

The MCFN-DOCA Consultation Manager employs a triage system for identifying projects where DOCA requires full engagement. This triage system assesses the impact on MCFN Aboriginal and Treaty Rights, if the project is near or directly effects the MCFN Treaty waters, the potential for significant Cultural Heritage value, potential environmental impacts, potential species at risk impacts, and the size of the project. DOCA deals with both large and small proponents on a wide variety of projects, such as oil and gas pipelines and integrity digs, infrastructure activities (e.g. road maintenance, culvert replacements), residential and commercial developments, and other small construction projects.

In the 2018/2019 fiscal year, the DOCA Consultation Manager received and reviewed over 1200 notifications of projects within the MCFN Treaty Territory.

DOCA held two Open Houses in 2018/2019; one on Friday June 15th and one on Friday August 3rd for proponents, archaeologists and environmental firms, to meet and interact with community members. Both events were very successful. For the two open houses there were at least 10 proponents, archaeologists and environmental firms represented at each Open House.

Due to the high volume of notifications received each month, DOCA implemented a digital-electronic, app based means of tracking notifications and projects, in order to ensure the department functioned more smoothly and as a unit. InLoox was chosen as the project management software due to its familiar and powerful Microsoft Outlook-based system. This system easily allows DOCA to have a cumulative, accurate, and up-to-date record of each active project, with current status and all associated documents and correspondence securely accessible to registered users. Beyond this, InLoox is a powerful analytical tool, with additional functionality which can be further utilized to provide efficiencies in DOCA's process and identify priority areas for DOCA's focus.

Major Proponent Engagement:

Appleby College
Ashbridges Bay
Canadian National Railways
Capital Paving
Credit Valley Conservation
Empire Homes
Enbridge Pipelines Inc
Fisheries and Oceans Canada
Hamilton Port Authority
Hydro One Network Inc
Imperial Oil Pipelines
Losani Homes
Mattamy Homes
Ministry of Transportation
Ontario Growth Secretariat
Ontario Heritage Trust
Ontario Infrastructure and Lands Corporation
Parks Canada (Rouge National Urban Park)



Sun Canadian Pipeline Limited
Toronto Port Authority
Toronto Region Conservation Authority
Toronto Waterfront Revitalization Corporation (TWRC)
TransCanada Pipelines Limited Inc
Trans-Northern Pipelines Inc
Walker Industries Inc.

Municipal Engagement:

City of Brantford
City of Cambridge
City of Hamilton
City of Mississauga
City of Niagara Falls
City of Waterloo
City of Welland
County of Brant
Municipality of Halton
Municipality of Niagara
Municipality of Peel
Municipality of York
Town of Fort Erie
Town of Halton Hills
Town of Milton
Town of Oakville
Township of Woolwich

Overview of Finances:

DOCA has been a self-sustaining department since the first year of operation. DOCA does not receive funding from Chief and Council. For the 2018/2019 fiscal year DOCA received \$90,000 in funding from the Province of Ontario under the ‘New Relationship Fund’ (NRF). This funding is used to off-set costs associated to the Director’s salary and assists with a variety of expenses as covered in the NRF budget. Total year end revenue for the 2018/2019 fiscal year was \$3,343,765.80. Of that, \$1.8M was outstanding but DOCA has now recovered \$1.7M to date.

Field Liaison Representatives – Archaeological and Environmental:

For the fiscal year 2018/2019, DOCA employed 43 Field Liaison Representatives (FLRs), all of whom are MCFN Members. Some of the FLRs have been with MCFN since MCFN began archaeological monitoring in 2012, but DOCA has also hosted training programs for new FLRs almost every year since its opening in 2015. All of our FLRs are certified in Archaeological Monitoring with 22 of them also being certified in Environmental Monitoring and Traditional Medicine Identification.

The 2018 archaeological monitoring field season began in April and many FLRs continued working until December. During the 2018 season the FLRs participated in archaeological and environmental monitoring on 155 separate and distinct projects.



In June 2018, DOCA hired a Field Archaeologist to add an additional level of support for the Field Liaison Representatives. The Field Archaeologist conducts site visits and helps FLRs undertake their role by providing technical advice and in-field coaching. With the addition of the Field Archaeologist, DOCA was able to transition to a digital field note system for daily submission, in order to minimize paper waste and create a more usable record of field participation.

Finally, from November 2018 to March 2019, DOCA undertook to restructure the FLR program by updating the FLR Code of Conduct, which would eventually become a new employment policy for the FLRs, and producing an FLR-specific Health and Safety Manual. In line with these changes, in February and March 2019, DOCA interviewed and hired four Lead Field Liaison Representatives for the upcoming 2019 field season, a new position designed to oversee the project-level participation of FLRs in the field on large, complicated archaeological sites.

FLR Training:

- CPR Training for all current FLRs (April 2018)
- Start of the year FLR orientation for all current FLRs (April 2018)
- Archaeology Training for 6 new FLRs (June 2018 with OAS)
- Environmental Training for 13 current FLRs (July 2018 with Dillon Consulting)
- Advanced FLR Archaeology Course for all current FLRs (January 2019)

Archaeological Engagement:

In April 2018, Chief and Council approved the MCFN's Standards and Guidelines for Archaeology, a publication outlining appropriate enhancements to the current provincial requirements for archaeology, addressing many of the shortcomings identified by FLRs during fieldwork. DOCA distributed this document to the consultant firms working in MCFN's treaty territory and met with the Ontario Archaeological Society to discuss its application. Throughout the year, DOCA utilized this document for guidance when engaged by archaeologists on strategy and report reviews. The Archaeological Operations Supervisor and Field Archaeologist participated in many site discussions, shaping the archaeological strategy used by the archaeologist to excavate the site. Through engagement with DOCA, substantial positive changes were made to the proposed strategies for many projects to bring them more in-line with MCFN's Standards and Guidelines for Archaeology. Prominent examples of this include:

Cherry Heights IV

Enbridge Line 10 Tract 73

Gehl Place

Southwest Sports Complex

The Parkridge Site

The Spang Site

Tillsonburg Village



Additionally, throughout 2018/2019, DOCA was engaged by archaeologists to provide input on the long-term repatriation plans for ancestral remains discovered through excavation at a number of sites. As a result, DOCA identified several concerns with the current legislation overseeing the treatment of archaeological burials in the province of Ontario. DOCA has since begun working with the Ministry of Government and Consumer Services to discuss comprehensive changes to the Funeral, Burial and Cremation Services Act (2002) to better recognize MCFN's rights as ancestors and treaty holders in determining the proper long-term repatriation of ancestral remains. This work will continue into the 2019/2020 year.

Environmental Engagement:

The Mississaugas of the Credit First Nation's Treaty and Traditional Territory is vast and has been, and continues to be influenced by numerous and various developments. DOCA requires that environmental and sustainable practices are implemented in response to any concerns about the land, water, or air which in turn may impact the culturally significant interests of the Nation.

DOCA has reviewed the following projects, plans, policies and programs at the Federal, Provincial and Municipal level, as well as environmental assessments, plans, policy or programs from environmental sector based industry and agencies in the Mississaugas of the Credit First Nation Treaty and Traditional Territory.

	Environmental Assessments		Policy/Plans
1.	Canadian National Railways Milton Hub	1.	CEAA-CN Milton Hub Hearing, timeline, brief, procedural guides
2.	Enbridge Pipelines - Inc. Line 10, Bathurst Reinforcement	2.	MCFN Fish Consumption Engagement & Survey
3.	Imperial Oil Pipelines Waterdown Finch	3.	Water Quantity Working Group
4.	Ontario Infrastructure and Lands Corporation -	4.	Growth Plan Proposed Amendments
5.	Parks Canada (Rouge National Urban Park) – SAR Action Plan	5.	Environment & Climate Change Plan Proposed Plan
6.	Toronto Waterfront Revitalization Corporation (TWRC)	6.	MCFN Water Framework Working Group
7.	TransCanada Pipelines Limited Inc	7.	Hamilton, Toronto, Niagara Remedial Action Plans
8.	Trans-Northern Pipelines Inc	8.	Environmental Reviews Impact Assessment – Project list & Timing Regs



9.	City of Toronto Flood Remediation, Waste and Infrastructure EA's	9.	Environmental Reviews Fisheries
10.	City of Brantford – 140 Lynden Rd Class EA, Biggars Lane Landfill	10.	Municipal Secondary Plans, Official Plans, Amendments
11.	City of Hamilton – Terrapure Waste, Southcote Road	11.	Lake Erie Partnership Working Group
12.	County of Haldimand – Causeway, Hazard Mapping & Risk Assessment	12.	Lake Ontario & Erie GLAM, RAP, LAMP plans
13.	TRCA – Ash Bridges Bay	13.	CEAA-CN Milton Hub Consultation Report
14.	Town of Caledon – Comprehensive Coordinated Aggregate Rehabilitation Plan	14.	Carolinian Canada Big Picture Report Review
15.	Union Gas/Enbridge – Stratford Reinforcement	15.	Modernizing Conservation Authority Act Review
16.	Niagara on the Lake – Storm Sewer Investigation Study	16.	Review of Ontario's Endangered Species Act: Discussion Paper on Protecting and Recovering Species at Risk in Ontario
17.	MTO Argyle St. Bridge, Hwy 7	17.	Provincial Policy Statement Review
18.	City of Cambridge – Badley St Bridge Replacement Detailed Design, Beverly St Class EA	18.	MCFN Environmental FLR Monitor
19.	Niagara Region – Official Plan updates, Eastside Sewage Pumping Station Forcemain	19.	Development of an Indigenous Knowledge Policy Framework for Proposed Project Reviews and Regulatory Decisions - Canada.ca
20.	Municipality of York – Don River Replacement Project, Henderson Sewage Pumping Station	20.	Proposed changes to Planning Act
21.	City of Kitchener – Shoemaker Creek Restoration	21.	Proposed changes to Environmental Assessment Act Review
22.	Halton Region – Sustainable Halton ROPA 38	22.	Proposed Bill 66 Major Employment Areas



23.	Town of Milton- Telecommunications Towers, Thompson Road	23.	Ports Toronto Master Plan
24.	Nelson Aggregates – Burlington Pits	24.	Proposed changes to the Greenbelt Plan
25.	JDCL Erin & Reid Sideroad Quarry	25.	Parkway Belt West plan
26.	MTO – GTA West	26.	Union Gas/Enbridge – Stratford Reinforcement EMP& EPP
27.	MNRF - GRCA- Hanlon Creek Weir Removal Project	27.	City of Thorold – Rolling Meadows Secondary Plan
28.	City of Markham East Don Tributary Erosion Control	28.	Parks Canada - Fort Mississauga Offset Plan
29.	Capital Paving Shantz Pit	29.	Enbridge Blending Hydrogen into Natural Gas Networks
30.	Cross Lake Fibre Cable	30.	

Traditional Knowledge and Land Use:

The Traditional Knowledge and Land Use Coordinator is responsible for strengthening recognition of MCFN heritage by increasing public awareness of the MCFN and its use of its treaty lands and territory. As part of the consultation process, project proponents are provided an overview of MCFN history in order to familiarize them with its people, its treaties, and the territory on which their project is situated. The history presentation has occurred over fifty times this past year and listeners have included Sidewalk Labs, the Ministry of Consumer Affairs, and Portlands Toronto.

The TK/LU Coordinator is also consulted regarding cultural heritage reports/studies taking place within MCFN treaty lands and territory. Each report/study received is scrutinized for its accuracy pertaining to the history of the First Nation and its treaties. All such studies are made aware of any pending claims and any potential interest(s) the First Nation might have regarding the lands in question. Twelve such studies have been reviewed with corrections provided as necessary. The City of Oakville is especially scrupulous in seeking the Nation's input on their cultural heritage resources. The TK/LU coordinator wrote the narrative for the historic interpretive signs that are under construction for the Oakville Harbour.

In the present age of Truth and Reconciliation, many organizations are using land acknowledgements as a way of “reaching out” to First Nations peoples. Phone calls, meetings, and emails regarding such acknowledgements are received on a weekly basis and time is spent educating the organization/ individual regarding MCFN history and treaties, as well as ensuring that each acknowledgement is accurate insofar as it pertains to the MCFN. Sidewalk Labs’ statement is especially noteworthy in that it readily incorporated all MCFN recommendations into its land acknowledgement.

Employing GIS mapping software, numerous small maps have been developed illustrating the historical land use of MCFN territory as well as the general history of the MCFN. An interactive map



has been developed for the use of DOCA staff and for placement on the MCFN website wherein project proponents and other parties may locate themselves within the treaty lands and territory of the MCFN and learn about the relevant treaties between the Crown and the First Nation. Several entries detailing historic sights of significant interest to the MCFN have been written for the Niagara Escarpment Indigenous Mapping Project. There is continued ongoing development of an interactive “story map” detailing the history of the MCFN.

The TK/LU has been consulted on matters of historical importance to the MCFN by departments within the First Nation and outside organizations. Of note are reports detailing the use of wampum by the First Nation, and the relationship of Dodems to the First Nation. Both reports will be distributed among the MCFN band members and the general public to strengthen cultural heritage and increase awareness of the First Nation.



Education Department

Education & Social Services Council

MCFN Board of Education

The Pillar 4 Education and Awareness committee revised the Terms of Reference for a new MCFN Board of Education which will concern itself with all levels of education but not necessarily the daily operations of the Education Department. The new board will consist of 7 members including 2 Parents, 2 Band members, 1 Grandparent, 1 Youth, 1 Teacher.

The terms of reference are being revised and will be approved by the Pillar 4 committee. In August/September the Board members will meet with the Pillar 4 committee to discuss the role of the board, and approved terms of reference. Training will be provided to all board members.

Indigenous Services Canada (ISC) Reporting

Yearly ISC 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 135 FTE:

Kindergarten - 15

Grade 1 - 19

Grade 2 – 14

Grade 3 - 9

Grade 4 - 17

Grade 5 - 25

Grade 6 - 14

Grade 7 - 13

Grade 8 - 9

Total - 137

Total Elementary - 135

Secondary School Enrollment - Enrollment 70 FTE:

Waterford District High School – 3

Tollgate Technological Skills Centre - 1

Hagersville Secondary School - 52

Assumption College School – 6

SNP Steam Academy - 1

Pauline Johnson Collegiate and Vocational School –1

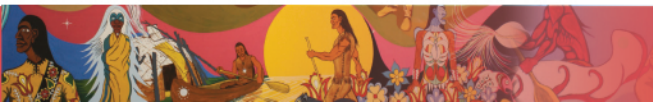
McKinnon Park Secondary School – 2

Holy Trinity Catholic School - 4

Total Secondary - 70

Secondary

The Education Department has added one new bus service for secondary students to schools in the Grand Erie District School Board and the Brant Haldimand Norfolk Catholic District School board within the Brantford, ON area. Funds for this new bus came from Indigenous & Northern Affairs for



September – December 2018 and Jordan's Principle for January – June 2019.

For 2018 we successfully negotiated an Education Services Agreement with Grand Erie District School Board. This agreement will be effective September 2018-June 2023 and will be reviewed yearly with GEDSB and the MCFN Education Department.

Post-secondary

MCFN is responsible for administering the Post-Secondary Student Assistance program for MCFN members and Inuit/Northern Students living in Ontario.

Total number of post-secondary students funded:

89 MCFN: 81 full-time, 9 part-time 54 TCU: 50 full-time, 4 part-time

Additional Funding

Proposals were submitted to ISC 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.

Graduation Awards, Sponsored by the MCFN Community Trust

The MCFN Community Trust approved a proposal for the graduation awards. The funding for the graduation awards was distributed in the following categories:

Elementary: 21 Secondary: 19 College: 12 Undergraduate: 7 Post Graduate: 3

Southwestern Ontario Independent Aggregate School Group

Mississaugas of the Credit First Nation maintained its status as a member of the Southwestern Ontario Independent Aggregate School Group in regards to the First Nation Student Success Program.

First Nations with Schools Collective

The MCFN Education Department and Councillor Veronica King-Jamieson are part of the FNWSC, this group provides a unique and united political voice of 8 First Nation communities who are active in coordinating the protection of inherent rights and jurisdiction over education for First Nations with schools. This group serves as a resource to MCFN to develop our own laws and jurisdiction over our own Education for our membership. (MCFN has not entered into a regional education agreement with the FNWSC).



Employment & Training

The office is located in the Social & Health Services Building.

Employment and Training Coordinator: Michele King

The priorities for the New Credit Employment & Training are:

Priority 1 – Grade 12, Academic Upgrading, GED

Priority 2 – Employment Assistance – Direct Course, Targeted Wage subsidy, job-related training and job requirements i.e. F license, CPIC, safety apparel, driver's education, training allowances.

Priority 3 – Environmental/Cultural – various projects and employment opportunities within the Nation that reflect the current needs of community. We also fund clients wishing to learn our traditional language

Priority 4 – Skilled Trades/Apprenticeships – long term, multi-year commitments for apprentices, skills training for a variety of careers such as Electricians, Millwrights, Plumbers, Welders, Machine Operators, Inspectors.

Priority 5 – Summer Student – variety of positions with the First Nation as well the occasional local small business owner.

Priority 6 – Entrepreneurship - supporting our members with small businesses that require some training and support as they take their business to the next level with Self Employment Assistance.

Summary Statistics- Entered/Completed

EI Interventions

9 Entered

8 Completed

CRF Interventions

44 Entered

43 Completed

EI Interventions

3 - Females On-Reserve

2 - Female Off-Reserve

2 - Males On Reserve

2 - Males Off-Reserve

CRF Interventions

17 - Females On-Reserve

14 - Females Off-Reserve

6 - Males On-Reserve

7 - Males Off-Reserve

Summer Student Employment

- Again we have assisted students in high school and post secondary with summer employment opportunities in various departments within the First Nation organization and local employers.
- We consistently have 2 Day Camp Assistants, 2 Grounds Maintenance Workers, 2 Heritage & Culture Coordinators, 1 Child Care Assistant, 1 Library & storyteller project, 1 TRCDC Business Support.
- We received a small amount funding from Canada Summer Jobs for the Cultural Coordinator, environment workers and childcare workers.



- This position is very demanding and requires a strong skill set to successfully implement a two-day event and requires at least 14 weeks lead time to be well coordinated. With funding from Canada Summer Jobs, New Credit Cultural Committee and Employment and Training we pay a higher compensation than the other student positions due to the strong skill set required.

Two Rivers Community Development Centre is the location of the Summer Youth Break Into Business Camp. We place a post-secondary student in their office to help administratively and to assist in hosting the Youth Business Camps on both Six Nations and MCFN. The week long camps explain some business basics including lending, how to market their product, and how to price their product. They also visit local businesses to see the behind the scene workings of a small business.

Success Stories

"I am truly blessed to have had the support of my First Nation and specially, the MCFN Employment and Training Department, with my continued post-secondary schooling".

"In August of 2018, I graduated from the McMaster University CCE with an honours diploma in Human Resource Management. After stepping down from a 12 year stint on our Band Council, I gave birth to my first child. I quickly realized how much my world had changed and I made the commitment to find a career I could excel in, in my own community. With the guidance and support of our LDM, I started online courses with McMaster University. The program coordinator worked with me while I continued to add to my family, and after 3 children in the course of a little over 5 years, I was able to proudly accomplish my goal of completing the program in its entirety. I am now the Human Resource Manager for our organization and I love my job! 5 minutes from home and less than 3 minutes away from my children's school and daycare. On-line was an amazing opportunity for me, as it permitted me to raise my babies. Full time mommy during the day and on-line student while they slept!"

"I am thankful for the support of the Coordinator and the funding the department was able to provide. The programs that the Employment and Training Department are able to offer to our community are remarkable. It encourages me that there are so many people that want to see our members succeed! I highly recommend contacting Michele to see how the office can assist you with your employment ambitions. She's a gem!"

"During 2018-2019 timeframe MCFN Employment and Training provided me with support for business development. The information gained will be utilized with my current developing self-employment endeavours. Knowing the support is available enhanced my confidence to pursue my desired business venture. Miigwech" Kim

"I received funding assistance in September 2018 which enabled me to attend the International Death Symposium in Toronto. I work at the Stedman Community Hospice so the information that I received at this conference was beyond any other source of training I have attended. The speakers, the panels, the vendors, were all outstanding and the information they shared has helped me when dealing with our residents and their family and friends. Death and dying are not easy subjects to discuss so being able to attend this symposium to gather information, armed me with different strategies when having these conversations. Thank you for your sponsorship", Julie

"When I asked one of our clients for a success story for her Oral Intra-Dental Level 1 and 2 training, she was not able to submit due to "I have been working non-stop, I have only had Sundays off and I honestly just relax on my only day off....I will try this weekend" – Anita



Housing Department

Infrastructure and Development Council

Chair(s): Councilor Larry Sault, & Councilor Stephi L. LaForme

Staff

Lorraine LaForme, Housing Director

Raymond Hill-Johnson, Technical Resource Manager

Alicia Maracle-Sault, Housing Clerk

Ryan Thomas, Technical Resource Support Worker

INAC/Housing New On-reserve program

The Housing New On-Reserve program provided financial loan assistance for the construction of two (2) family homes that will provide adequate housing for a total of four (4) individuals. Two deferred Housing individuals are also being constructed this year.

Lender Loan Pilot Project

No longer available, by Motion No. 10 @ the March 25, 2019 Executive Finance Council Meeting.

Housing/repair/renovations/sanitation (HRRS) program for existing homes on-reserve program

The HRRS Program for Existing Homes On-Reserve provided financial loan assistance to individuals for the health and safety of the occupants and to prolong the life of the home for 15 years. 20 Applicants - nine (9) were senior, two (2) seniors required disabled items also.

CMHC residential rehabilitation assistance program (RRAP) for on-reserve

Two (2) applicants sent to CMHC – waiting for approval

Note: Individuals do not qualify for CMHC/RRAP if their income exceeds the income ceiling amount set by CMHC for this area or; if individuals have already accessed CMHC RRAP.

TRM (Technical Resource Manager) & TR Intern Assistant Inspections

MCFN HRRS Program –

- Fifteen (15) initial HRRS inspections for existing homes that resulted in fifteen Specification Reports with numerous follow-up inspections completed.
 - Twenty-four (24) year-end inspections completed consisting of eighteen (18) Townline Estates rental units, five (5) Eagle Lane subdivision homes, and one (1) Band-Owned rental unit
- Note: at times cannot obtain permission to access subdivision homes
- Also accompany the OFNTSC (Ontario First Nation Technical Services Corporation) pertaining to mandatory Housing New & CMHC RRAP inspections.
 - Mandatory rental Move-in/Move-out inspections conducted when required.

North subdivision (Eagle Lane Estates)

Currently 18 serviced lots for communal water service only. To date – there is no infrastructure (communal sewer line, and/or roadway/sidewalks) completed. Once this is completed, then houses may be constructed at the Eagle Lane Subdivision.



Housing committee

Meeting when required.

Townline estates rental units

5-Plex (Band-Owned) – 3 A/C units have been replaced, carpet in 1 unit has been replaced due to wear and tear

5 Plex, phase II – Floor and Heating system change out in unit #7

8 Plex – water softeners not feasible, changing the heating system entirely (in the future)

Funding has been approved for construction of another 5 Plex. Construction to begin soon.

Townline Estates 3 year Grass Cutting Contract

The three-year grass cutting contract is in the 3rd year and has been reduced due to the Garden/playground area is now separate.

Heating Maintenance Servicing year to year

The heating maintenance servicing is being conducted on a need basis through a local Contractor. The MCFN is on the preferred client list and are being serviced 24/7.

Townline Estates Playground/park area year to year

Playground/park area – care of the playground/park area located at 28 New Credit Road is being done on a need basis as well -- mulching/watering in the fall/summer.

Maintenance software

Maintenance Software (ASAP) has given the TRM and TR Support Worker training for utilizing this software. The TRM and the TR Support Worker continue to get familiar with the software in hopes of doing all the year end inspections as well as home inspections on tablets or their phones. This software for maintenance will track your homes as well as the rentals. It also tracks concerns/complaints, suppliers, tenant history, maintenance, renovations, pictures, and work orders and any other outstanding items when doing final inspections.

The CMHC maintenance plan that has been designed with CMHC for all CMHC Section 95 units can be inputted into this program as well. It will take a bit of time to populate the site, but should be well worth it.

Webinars (offered free by CMHC)

None to date.

Training:

- Ferrus Computers (ASAP software) Maintenance – TRM & TR Support Worker
- Strategic Plan Workshops – Senior Staff w/ Council
- Project Management Training – TRM & HD
- Annual AFN – Toronto – Housing Clerk
- WHMIS Certificate – on-line – TRM, TR Support, HD, & HC



Revisions to agreements

Housing Department continues to work with the MCFN Legal Advisor revising all Agreements with one overall Housing Policy with Appendices for each program offered under Housing. Townline Estates Lease Agreement has been revised. Emergency Housing on hold for now; due to this, it will be a joint venture with various Departments.

Housing 911 map update

Mapping for MCFN updated every five years. These maps are for the MCFN Emergency books. Next update scheduled for 2021.

Land transfers allocated back to band member

Report completed in April and October of every year and sent to the Executive Director and L/R/M to ensure all land allocated back to the band member once their allotment paid in full.

Reporting requirements

- Reports as required completed for INAC regarding additional 5 Plex approval
- First Nation and Inuit Transfer Payment (FNITP) Capital Project Proposal Form pertaining to the following INAC Environmental Review (number of houses, minor, major, or adequate) – Due October 2019. Assist Director of PW with the Housing part of this Report.



MCFN ANNUAL REPORT

LANDS, RESEARCH & MEMBERSHIP

FISCAL YEAR: 2018 – 2019

STAFF

NAME	POSITION
Margaret A. Sault	Director, Lands, Research & Membership
Charlene Thomas	A/Community Consultation/Lands & Membership Officer
Delainie King	Lands, Research & Membership Clerk

PROGRAMS & SERVICES

#	Program / Service	# Transactions	Comments
1	MEMBERSHIP <ul style="list-style-type: none"> Event reporting of Births, Deaths, Marriages, Divorces, Amendments, Miscellaneous 43 Certificates of Indian Status Cards 335 Membership Transfers (Other First Nations) 8 Blood Quantum Letters 2 Residency/Identification Confirmations Ancestry Research 		
3	RESEARCH (Lands) <ul style="list-style-type: none"> Land claims (Treaty 22 & 23; Nanfan Deed & Rouge Valley) ATR (Kuiper Property) Aboriginal Water Title Between the Lakes Purchase 1784 		Rouge Valley Claim Mar 2015 On-going Submitted 09/16 Research report – additional research to be done
4	COMMUNITY WELLNESS <ul style="list-style-type: none"> Applications received 2387 Applications processed..... 2383 <p>(4 Partial applications unclaimed = \$2085.44)</p>		
5	DONATION POLICY <ul style="list-style-type: none"> Applications for Reimbursement of Registration/Lesson fees 92 Applications for Event Funding 36 		
6	ESTATE POLICY <ul style="list-style-type: none"> Applications received 18 Applications approved 17 Applications Rejected/Pending 1 		

7	RESIDENCY REQUESTS (in-active) <ul style="list-style-type: none"> Applications Received Applications Approved Applications Rejected 	2 0 0	
8	BY-LAWS (in-active) <ul style="list-style-type: none"> Zoning By-Law Amendments Animal Control Intoxicants Trespassing Residency 		
9	MATRIMONIAL REAL PROPERTY (MRP) <ul style="list-style-type: none"> Developing law 	Draft law recd.	
10	HISTORICAL GATHERING <ul style="list-style-type: none"> Planning Registrants 	374 over 3 days	
11	ELECTIONS <ul style="list-style-type: none"> Developing Custom Election Law Held Community meetings 	On-going	
12	OTHER DUTIES <ul style="list-style-type: none"> Membership amendments – Collabative Process Land records maintaining Estate Policy maintaining On-going training 		



Media and Communications

Reports to Executive Finance Council

Staff /Position:

Donna Duric/Director, former content writer (2016), hired as Director in April 2018

Jacquelyne Martin/Media and Communications Coordinator, hired in June 2018

Jeanette Cossaro/Communications Administrative Assistant, hired in August 2018

Purpose

Created in 2015 to address communications needs within the administration, chief and council and First Nation as a whole. 2016/2017 was the first full year of operation for the Media and Communications department.

Overview of Operations

First and foremost, we maintain the smooth and efficient flow of internal and external communications. This is done through a variety of channels, including:

- Our flagship publication, the Eaglepress Newsletter. We publish about 32 to 40 pages monthly in a full-colour, 8 X 11 newsletter. The newsletter includes a chief's message, job postings, departmental updates, chief and council updates, community initiatives, sports and recreation, cultural components, event coverage (community news), and event ads and notices. Each month, the newsletter also covers news stories and feature stories about MCFN and community members. It is published online at the end of every month on the mncfn.ca website and Mississaugas of the Credit (MCFN) Facebook page. Content submission deadline is the third Friday of every month. The newsletter's publishing schedule dictates that it be published online by the first day of the following month (i.e. the February newsletter needs to be published online by February 1). After the first of the month, our department begins working on the newsletter for the following month (March newsletter is worked on during the month of February).
- Social media sites such as Twitter, YouTube and Facebook. These are great tools for disseminating immediate information and notices that can't wait to get out to the community when the newsletter is published. It is useful for its immediacy and the fact that many people can share the information on Facebook with their friends and family who don't have a social media account almost immediately via word of mouth. We also have an events calendar on Facebook that we use to advertise upcoming events to the community.
- The mncfn.ca Web site. The Web site contains pertinent information about each department, the community, the First Nation and its history and treaties, contact information for chief and council, and timely news updates and notices, along with an events calendar letting community members know about upcoming events.
- All-staff emails are helpful to provide staff reminders and information about upcoming notices, issues or events affecting staff.
- Weekly flyer distribution to most on-reserve members. The flyers are delivered most all households on the reserve every Wednesday (in mailboxes by the next day on Thursday) and consist of notices, events, job openings, etc. It's an extra tool of communication for people who



may not be connected to the Internet, or have access to Facebook or our Web site.

What we communicate:

- Job openings.
- News and updates about MCFN administration, council, staff and MCFN members.
- Upcoming events.
- Community happenings/issues, including political issues.
- Broader political issues across the province and country.
- Important notices (i.e. bus delays, cancellations, closures, garbage pick-up delays, crisis situations, etc.).
- All other pertinent notices and information as requested by staff, community members, chief and council.

Other Responsibilities

- Respond to media inquiries and direct them to the appropriate person. The Chief is usually the spokesperson for the community. We prepare the chief and/or council/councillor for the media inquiry with a list of questions from the reporter and what his or her deadline is.
- Train and provide ongoing support for MCFN personnel on various communications-related topics.
- Compile and publish the MCFN annual report, which is to be made available to the community via the Web site and mail-out during Caring Together Week in September every year.
- Develop and provide marketing materials for promotions, events, policy statements, and key messaging such as banners, posters, etc.
- Assist with the wording and proofreading of policy statements, press releases, letters, etc.
- Develop and ensure all written communications adhere to brand guidelines (colours and themes are recognizable and consistent, proper logo usage, etc.). Colours used in MCFN marketing materials are derived from the Kinwii Dabadjimowin mural on the walls of the library at Lloyd S. King Elementary School.
- Videography and photography services for events, Web site images, community requests for photography, etc.
- Livestream recording of the monthly gatherings to our closed and private Facebook group called “MCFN Membership”. Note that these videos are private due to the confidential nature of monthly gatherings and are available for members only who have registered on the Web site or Facebook group as an MCFN member using their band registration number.
- Respond to community and public inquiries via Facebook, email, phone calls, etc. and direct the inquiries to the appropriate people if our department can’t provide the answers immediately.
- Respond to general public inquiries about MCFN.
- Process MCFN logo usage applications and assist the public with territory recognition statements.
- Advocate for proper representation of MCFN in all areas of civic life in Canada (government, schools, non-profit organizations, sports, entertainment venues, etc.).
- Coordinate media relations opportunities and photo ops for MCFN events through press releases.
- Write speeches and letters for chief and council as required.



- Write and release statements on behalf of the Nation, Chief and Council on matters of importance and public interest.
- Ensure all written communications are free of errors and typos and are professionally formatted.
- Proofread documents and written communications as required.
- Assist other departments with communication needs and advise them on media-related issues.
- Design in-house all materials that require graphic design: events, notices, pamphlets, annual reports, the Eaglepress newsletter, etc. through our media and communications coordinator/graphic designer.
- Post information to the Web site and maintain the Web site.
- Increase positive public awareness of MCFN through the development of positive relationships with the media, both local and national; seek out media opportunities and send press releases for political statements and events that promote MCFN and its objectives.
- Monitor the media and web for any news regarding MCFN and pass the information on to chief and council for an appropriate response if required. Post positive news about MCFN to our Facebook page, Web site and Eaglepress Newsletter.
- Liaise with the general public, organizations and governmental officials as needed and provide education as needed on MCFN issues, policies and objectives.
- Provide professional and courteous service to the community, general public, media, partners, stakeholders, dignitaries, government officials, outside organizations, chief and council, staff, and all arms-length organizations.

Updates:

Statistics During the Fiscal Year

Newsletter:

Eaglepress Newsletter print copies and subscribers: As of March 31, 2019, there were almost 800 subscribers to the print edition of the Eaglepress Newsletter, an increase of roughly 100 subscribers over the previous year.

Facebook page:

- Facebook page likes/followers: 2,755 likes and followers, an increase of almost 1,000 followers over the previous fiscal year.
- Followers: 75% women; 25% men.
- Most popular age group following our page: 35-44 years old.
- Followers from 19 different countries.
- Top four cities containing the most of our followers: Toronto, Hamilton, Brantford, Hagersville
- Highest audience reach: 12,728 people on May 1, 2019. In the previous fiscal year, our highest reach was 3,000 people.
- We've had a 70% increase in audience reach over the last fiscal year
- We've had a 188% increase in likes, comments, shares, and reactions over the last fiscal year



Facebook group (MCFN Membership) (all verified MCFN members):

- 568 members, an increase of 92 members over the last fiscal
- 68 per cent of group members are women; 31.1 per cent are men
- The 35 to 44 years of age group is the most popular age category in the group
- The majority of members live in Hagersville, Hamilton and Caledonia
- The most-viewed video we had had 325 views
- Goal is to have 90 per cent of adult membership with Internet access to join the private group

Goals/improvements achieved in last fiscal:

- Fixed digital LED sign in front of Social and Health Services
- Full-time staff implemented
- Policies and procedures manual developed and approved
- Communications Strategy developed and approved
- Increased videography for all events
- Sold thousands of dollars in MCFN merchandise (which was not done in the previous fiscal)
- Ended year in surplus
- Improved and redesigned MCFN Web site
- Created LSK Elementary School Web site
- Added calendar to newsletter, increased community coverage, added pages for councillors to provide updates
- Began to receive advertising dollars for the Eaglepress newsletter from some clients
- Increased membership reach through newsletter, Web site and Facebook
- Assisted Pillar 4 with organizing three-day Indigenous People's Court gathering in the summer of 2018, and again, a large gathering in December at the University of Toronto at Mississauga
- Land acknowledgments being read in many new municipalities before council meetings, including Burlington and Oakville
- Processed dozens of land acknowledgement requests and logo usage request forms, getting our history out and logo more recognizable as we move forward

Current projects:

- YouTube updates from Chief and Council
- Creating an online store for our promotional materials with an SSL security certificate on our Web site for secure PayPal payments
- Continuing work on MCFN name change transition (logo and Web site domain name)
- Creating revenue for the department through advertising and other strategies outlined in the communications strategy
- Increasing awareness of MCFN Treaty Lands and Territory
- Continuing to work on projects in MCD five-year Communications Strategy



Public Works Department

Infrastructure and Development Council

Chair: Councillors – Larry Sault, Stephanie LaForme

STAFF:

Public Works Director – 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 – Christopher Sault

CUSTODIANS:

maamwi gnawending (Social & Health Services) – Casual (Kyle Sault)

Rumpus Hall/Adm Bldg 1 - Lorraine Sault

agimaw gamig administration 1 – Rosa Clause – Casual (Terry Hill)

Ekwaamjigang Children's Centre – Jerry 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.

Buildings/Grounds – Routine maintenance of grounds/parking lots that included grass cutting and snow removal 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. A number of Health & Safety items were also included in the regular duties of maintenance to ensure the buildings are safe for all occupants and visitors.

Projects included.

- Agimaw Gamig Administration Building – Emergency roof repair. New front entry lock issued addressed. Four new sinks installed. New surveillance system installed. Routine maintenance on back-up generator completed.
- Rumpus Hall / Library – A surveillance system installed and added to the monitoring account with Damar Security.
- Admin. Building 2 – New sinks installed and new water/wastewater connection installed.
- Council House – Routine maintenance performed on an as required basis for this asset.
- Sand/Salt Storage Building – New roof installed
- Recreation Complex – New electrical panel maintenance and new rooftop HVAC unit installed.
- Enterprise Building – New surveillance system installed. New security locks installed. Furnace maintenance completed.
- Community Centre – New receptacles and HDMI for First Nation promotion/calendar event information. Refrigerator maintenance completed. New room decals installed. New back-up



generator installed and all associated work to complete the installation. Annual pedestrian lift inspection and maintenance completed. Annual fire alarm/sprinkler inspection and maintenance completed.

- Lloyd S King Elementary School – Two (2) emergency roof repairs completed. Mechanical and Plumbing equipment maintenance completed. Annual fire alarm/sprinkler inspection and maintenance completed. New steel gauge roofing installed. Annual back-up generator inspection and maintenance completed. All corridors and doors paint touch ups throughout the entire school was completed.
- Powwow Grounds – PWD utilized summer students to assist the Powwow Committee and Cultural Committee to perform regular maintenance in preparation for annual event.

Equipment – Regular safety inspections, oil changes and general maintenance completed on band-owned equipment, backhoe, trucks, sander, tractor, lawn maintenance equipment.

Piped Water - Routine maintenance of flushing fire hydrants (approximate 126), exercising auxiliary hydrant valves (approximately 126), water main valves (approximately 82), & 5 Manual Air Release Valves. 1 Automatic Air Release Valve & 1 Blow off, performed chlorine residual, ph and turbidity readings throughout the year totaling approximately 371 readings to ensure that the water in the distribution lines meet the regulations and standards for safe drinking water & repaired 1 fire hydrant. Monthly water usage readings undertaken for approximately 200 customers & 23 band-owned buildings.

- Routine driveway and lawn maintenance at truck-fill station
- Public Works Department negotiations continued with Indigenous Services Canada (ISC) for the planned expansion of the communal waterline inclusive of: Tuscarora Road #251, Second Line Road #136, Cayuga Road #272, former Green Willow Property and the Industrial Park.

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

Major work included:

- Lift Stations 2 – macerator installed to address the debris issued being flushed down the drains, which causes increased maintenance costs for the First Nation.

Fire - Public Works Department oversees the Fire Agreement between Haldimand County & Mississaugas of the Credit First Nation. For the purpose 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, basic response for the suppression or containment of hazardous materials. 15 Occurrences detailed as follows: Open air 2, Medical 4, Structure Fire 1, Emergency Assistance 1, Motor Vehicle Collision 2, Remote Alarm 3, Burning Complaint 1 and Carbon Dioxide Alarm 1.

Solid Waste – April 2018 to March 2019 for 49 regular and 3 special waste loads totalling 139.53 tonnes of garbage has been collected by Emterra Environmental.

Recycling Program - April 2018 to March 2019 for 49 recycling loads totalling 49.60 tonnes of recyclables have been collected by Emterra Environmental – Burlington Material Recovery Facility



Tom Howe Landfill Site (THLFS)

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

- Leachate is any liquid that, in the course of passing through matter, extracts soluble or suspended solids, or any other component of the material through which it has passed. Leachate is a widely used term in the environmental sciences where it has the specific meaning of a liquid that has dissolved or entrained environmentally harmful substances that may then enter the environment. It is most commonly used in the context of land-filling of putrescible or industrial waste.

Master Drainage & Flood Remediation Plan (MDFRP)

The “Master Drainage & Flood Remediation Plan” for Boston and Rogers Creek is complete which provides remediation measures to address any future drainage issues. The joint committee has worked through the first stage of a two (2) stage project to identify five (5) Flood Damages Centres (FDC) two (2) of which are located within MCFN limits. Plans for the “construction stage” to rectify the issues will be forthcoming.

9-1-1 Signs - Public Works takes requests & installs the initial 9-1-1 signs as well as maintaining an up-to-date 9-1-1 listing. PWD replaced/repairs approximately ten (10) 9-1-1 signs. Property owners are responsible to maintain and ensure that their 9-1-1 sign is visible for emergency services response.

REPORTING REQUIREMENTS - Completed and submitted all required reports to Indigenous Services Canada (ISC), MTO & WDO:

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



Social and Health Services Department

Reports to Education and Social Services Council

Staff:

Director: Rachelle Ingrao

Administrative Assistant: vacant

Receptionist/Secretary: Erin Clarke

Administrative Clerk: Shelda Martin

Community Health Supervisor: Margaret Copeland

Community Health Nurse (CHN): Margaret Copeland

Community Health Representative (CHR): Laura-Lee Kelly

Community Health Clerk: Janice Mt. Pleasant

Sports and Recreation Co-ordinator (2-year contract): Andrea King-Dalton

RN/Home Care Coordinator/Home and Community Care Supervisor: Amanda Snow

Registered Practical Nurse (RPN): Frances LaForme

Personal Support Worker (PSW): Dayna Woodruff

Personal Support Worker (PSW): Melissa McGee

Personal Support Worker (PSW): Tara White

Home Care Maintenance Worker: Vacant

Home Care Respite Worker: Joyce Truckle

Early Child Development Worker: Leslie Sault

Supervisor of Family Support and Mental Health: Yvonne Bomberly

Healthy Babies/Healthy Children: Elizabeth King

Family Support Worker: Lissa Lavallee

Family Support Worker: Connie Henry (April 2018-Aug 2018)/Donna Henry (Aug 2018-Mar 2019)

Family Support Worker: Patricia Jamieson

Mental Health Worker: Dawn Greer (April 2018-May 2018) Faith Rivers (Aug 2018)

Children's Mental Health Worker: Karen Campbell

School Mental Health Worker: Nicola Gladwell

Community Support Worker/Supervisor: Shelly King

Community Wellness Worker: Hayli Sault

Community Wellness Worker: Jesse Sault

Program Liaison Worker: Stephanie D. LaForme

Ontario Works Case Worker: Lindsay Sault

Employment Support Worker: Michelle LaForme

Fitness Coordinator: Zack Rose

Employment and Training: Michele King

Community Health Unit

Community Health Representative

- The Community Health Representative: The following is a list of CHR's responsibilities and programs the CHR facilitated.
- Weekly Water collection



- West Nile collections Summer months
- Lyme disease awareness
- Rabies, dog surveillance, pet wellness clinic x 2
- Raccoon/animals bag and tag
- Prenatal visits
- Monthly Breast feeding support group
- Monthly Wellness group
- Hand washing clinics at LSK, Childcare Centre, food handling workshops x 2, First Aid CPR training sessions x 1, Health Fair Day in February, Cancer Screening Coach. FASD.
- CHR attended Reclaiming the Wellbeing Cancer Committee, Best Start Conference, FASD conference and the SPCA conference.

Community Health Nurse

The Community Health Nurse (CHN): The Community Health Nurse had sustained a Right Shoulder injury in May 2018 and was off work and on a modified work schedule up to October 2018. The CHN had Right Shoulder Surgery and returned to light duties April 2019 and back to fulltime work June 2019. Therefore, there were gaps in the Immunization programs, health promotion and prevention programs. With the support of Six Nations Public Health Unit they were able to come to the community to do the School Based Immunization Program (2) and the Flu Clinic.

Additional CHN duties carried out

- Supervision of Community Health Representative, Community Health Clerk, Healthy Babies/ Healthy Children Program Coordinator, Early Child Development Worker and the Sports and Recreation Coordinator Contract Position
- Prenatal nutrition, post-natal care, breastfeeding programming, Communicable Disease Management, Adult Health Assessments, NIHB questions (2), Rabies Exposure Report (1), Pediculosis (head Lice) Checks at LSK, Pet Wellness Clinics (1),
- Supervised Diabetes-related programming ADI/ADE funding and Foot Reflexology, FASD programming, 0-6-year-old After School Programming, HIV/AIDS/STBBI programming, and Sports and Recreation programming.
- Member of the MCFN Joint Health & Safety Committee.
- Health consultant for MCFN Education (LSK,ECC).

Community Health Nurse attended National Diabetes Conference, committee member with Indigenous Health Network, committee member Haldimand Norfolk Sub-Region Anchor Table of the LHIN, attended Infection Prevention and Control (IPAC) of Brant County Health Unit, Haldimand Norfolk Health Unit (2) HARM reduction of Haldimand Norfolk Public Health monthly meetings, Cancer Care Reclaiming Well-being committee, and Health Link committee.

CHN is a volunteer and active RNAO member, member of the Canadian Indigenous Nurses Association, and volunteer Board Member of the Brant Community Healthcare System.

Early Child Development Worker

The Early Childhood Development Worker was on a medical leave indefinitely from mid-July, 2018. The Early Childhood program continued with the Little Learners Summer Camp in July and



August, 2018 and July and August of 2019. As well as the 4/5 year olds After School Program from September, 2018 to June 2019.

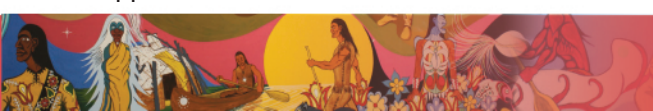
Healthy Babies Healthy Children (HBHC)

The primary focus of the HBHC program is early intervention and education with new mothers and fathers. There were 11 births and 40 families accessing HBHC services in 2018/2019. This program assisted new mothers, fathers and their babies through various services offered. During the 2018/2019 fiscal, the program focused on child development utilizing the Nipissing District Developmental Screening tool. There were 212 visits provided. Fetal Alcohol Spectrum Disorder (FASD) education was offered through a workshop and information was distributed at various events to raise awareness and prevention. In addition, the following programs were offered: Car Seat Safety, Infant Massage (group and private), Annual Baby Fair, and Breakfast with Santa, Mother's Day Breakfast and a Father's Day Dinner, Bike Rodeo, Pamper Day for HBHC clientele. A monthly Breastfeeding Support Group co-facilitated with the Community Health Representative offers support/education to breastfeeding moms. Additional programs: HBHC Coordinator assisted at St. Jacobs Sugar Bush, Nutrition Bingo, Health Fair, Family Christmas Craft Night, and Family Christmas Baking. The HBHC Coordinator assisted with the Community Picnic, Caring Together Week, Halloween Party and checks for pediculosis at Lloyd S. King Elementary School. The HBHC Coordinator and the Community Health Nurse visited Ekwaamjigenang Children's Centre quarterly to present various educational topics for parents/caregivers ie Immunization awareness, dangers of second hand smoke and set up a craft table at the ECC annual PowWow. The HBHC Coordinator sits on the Please Be Seated Committee for Haldimand-Norfolk counties. This committee is dedicated to car seat safety and performs periodic compliance checks collaborating with the Ontario Provincial Police. New this year, the HBHC Coordinator was a member of the social media campaign Adventures in Breastfeeding collaborating with Haldimand Norfolk Health Unit to celebrate National Breastfeeding Week. The goal of this campaign is to empower breastfeeding women, increase breastfeeding initiation and duration that will improve breastfeeding rates.

Sports and Recreation Coordinator (2-year Contract Position)

A Full time, Community Sports and Recreation Coordinator (CSRC) with a background and experience in Therapeutic Recreation and Activation was hired in August 2017 with the official launch of programming beginning in September 2017. The program went into its second year 2018-2019. In mid-November 2018 the CSRC took an extended leave and the program continued to March 2019.

There were many events throughout the program that were successful; yoga is one of the longer lasting programs with an average 5 participants per session from October 2017 – March 2019. Youth Sports Night from October 2017 – February 2019 was another long standing program that offered basketball, fencing, kick boxing and volleyball, the Ultimate Sports Camp August 2018, Strengthening Connections Camp August 2017, July 2018 and August 2018. Other successful programs were Art Journaling Circle February 2018 and this program was directed to youth at a higher risk of mental illness. The trip to Spirit Point February 2018 was a spiritual and physical journey of renewal for youth and young adults. Canoeing Level 1 &2 June 2018 was another success providing youth and young adults the opportunity to connect to water and be physically active. Quilting 101 November 2018 for adults was a success and appreciated by community members. The program had other successes such as ROLE personal training November 2017 and High Five Training July 2018. Towards the end of the program the community began to anticipate what Sports and Rec was going to offer next. The community looked forward to Youth Sports Night offered Monday evenings, Yoga Tuesdays



and Saturdays, and the newer program Personal Training January 2019 – March 2019 averages 16 adults. Also a newer program the Sensible Warrior October 2018 and this program was about preparing healthy meals and weight loss. All of these program and activities offered were successful and deeply appreciated. The 'Night of the Nerds' game night which took place bi-weekly on Fridays in the last quarter, appealing to a unique group of individuals who were able to play dungeons and dragons and have a drug and alcohol free social experience with like-minded community members.

Home and Community Care Program

In 2018/19: The Home & Community Care (HCC) Program consisted of a Home & Community Care Coordinator/Supervisor (Registered Nurse), a Registered Practical Nurse, three (3) full-time Personal Support Workers, one (1) part time Personal Support/Respite Worker, (2) on call call cooks. There was a total of 100 clients who received home care services with some utilizing a variety of programming. There were 49 Meals on Wheels clients served. Foot care was provided to 38 clients, in-office or in the home. The Maintenance position was vacant. Assessments and re-assessments were completed by the Registered Nurse as required. These assessments required 1.0-2.0 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 4-12 people attending. Each month there was a craft day with 1-5 clients participating. Monthly Socials were held with 9-25 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 3-6 clients utilizing this service in total. List Shopping is also offered on a weekly basis with 4-6 clients using this service consistently. Transportation continued to be offered with fluctuations in usage when Medical Transportation was denied or cancelled and if staff was available to provide this service. Transportation was provided to family physician appointments, dentist appointments, probation officer, methadone clinic, etc.

Training for the unit consisted of: Supporting Vulnerable Older Adults, Mental Health, Ageless Grace, Advanced Foot Care, Workplace Health Management Information System (WHMIS), Supervisor and Management Training, and First Aid/CPR recertification.

Ontario Works

The regular Case Worker returned to the position full-time from maternity leave in August 2018. For the 2018-2019 fiscal year, the following social assistance was administered: In total \$357,756.08 was issued with \$289,056.58 provided to Band Members, \$45,379.40 provided to Non-Band Members, and \$23,320.10 provided to Non-Status Benefit Units. The average caseload for 2018-2019 was 37.75 cases per month; a 9.75 per cent increase in comparison to 2017-2018. Applications for Transitional Support Funding and Discretionary Benefits remained consistent. 22 individuals were assisted through Transitional Support Funding and a total of \$19,087.33 was administered in Discretionary Funds. The Emergency Policy assisted 7 Band Members in 2018-2019. 47 households were provided with a Christmas food basket and 36 children received toys. The Ontario Works program continued to administer the Employment Supports component under Ontario Works Regulations. The Ontario Works Case Worker and the Employment Support Assistant have developed internal business procedures to ensure the Ontario Works Program is being delivered tactfully and consistently to all clients while ensuring that all Ministry standards are being upheld.

Program Liaison

During the 2018/2019 fiscal, the Program Liaison collaborated with Ontario Works and completed approximately 20 Income Tax Returns for low income individuals/families. The Roots of Empathy



program was hosted in the Kindergarten/Grade 1 Class at Lloyd S. King Elementary School for 21 students for half the year, but stopped in January 2019 due to unforeseen circumstances.

There was a women's and men's group held from September 2017 to March 2018. The women's group ranged from 8 to 20 participants, and the men's group had 5-6 members that attended weekly. During the summer, there was a Youth Science Camp with participants that attended daily.

Family Support Program

This program is focused on intervention and support for the clients involved in child welfare. The Supervisor of Family Support and Mental Health is responsible for the following: Family Support Unit; Mental Health Unit; and the Program Liaison Worker. During the 2018/2019 fiscal year, counseling and support services were provided to clients, which included Band Representative clients. The program offered a Parenting Support Group with 5 participants. Also offered was a traditional parenting group (x 2 sessions) with 10 participants/session. Additionally, the program 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 8 children who attended.

Community Support Program

The focus of this program is on prevention and education, as well as community awareness. The majority of the activities and services were prevention-focused, related to social skills development, and strengthening the family and community unit. This program provided an After School Program for children aged 6 to 12. Enrollment was limited to 30 children and for the 2018/2019 fiscal year this program reached capacity. The Program offered three (3) Youth Groups per week in the evenings. There were 6 registered in the high school group, 14 registered in the grades 3, 4, 5 groups, and 9 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 (34 students), Grade 7 (13 students, grade 8 (9 students), and Grades 2-3 (35 students), Grades 5-6 (23 students) Grade 4 (12 students). The social curriculum was changed to follow the 4 Seasons, incorporating the Seven Grandfather Teachings. There were 123 students that participated. Community Support delivered their annual summer camp during the 2018-2019 fiscal year. For the 2018-2019 camp sessions, there were 90 camp participants over three (3), two week sessions. A March Break camp was facilitated by these workers and there were 30 participants. Community Christmas Party (190 participants), Halloween Party (125 participants), Easter (123 participants), Archery practices (20 participants), Archery Tournament (12 participants), Caring Together week events (125 participants). The Community Support Program organized and hosted the Annual Hockey Tournament that took place in February 2019, and there were eleven (11) teams registered. Two (2) of these teams were from Lloyd S. King Elementary School. The tournament was a huge success.

Mental Health

The School Mental Health worker is housed in the Lloyd S. King Elementary School. This worker sees students from LSK and provides brief counselling services to them. Additionally, she sees community youth who attend Hagersville Secondary School, 2 afternoons per week. The School Mental Health Worker hosted sharing circles with the grade 4/5 classroom, in addition to assisting with bullying interventions with this class. There is a large focus on land based-activity. The SMHW arranged the Guelph Outdoor School to attend the community for the 5/6 classroom, in addition to arranging a



cross country skiing workshop for this class.

The Children's Mental Health worker had an ongoing caseload of 13 clients in the 2018/2019 fiscal year. During the summer, she offered a Strengthening Connections Day Camp for two sessions, one in July and one in August. There were a total of 8 youth who attended each session. She delivered a Strengthening Connections March Break camp, in conjunction with the School Mental Health Worker. There were a total of 5 youth who attended this camp. The Children's Mental Health worker held the second annual "Meet me in the Garden" event for Suicide Awareness. There were 15 people present who were treated to teachings from an Elder and rock painting.

The Adult Mental Health worker was hired in August, 2018. Prior to this, the position was being filled with a contract worker. The position was vacant from May 2018-August 2018. This position was filled with a contract worker for the majority of this reporting period. She had an ongoing caseload of approximately 6 clients. The Adult Mental Health Worker planned the addictions awareness event in November. She held a Mental Health Awareness event in October and a Self-Care day in December for community members. All events were very well attended by the community.

Weight Room Monitor

Throughout the 2018-19 fiscal year, there were 2,809 recorded visits to the complex/gym for exercise and workouts. MCFN member visits: 1682, another band's member visits: 783, and non-status visits: 344. Chief and Council agreed that the Weight Room Monitor position would become a permanent, full-time position within the organization as of April 1, 2018.

Overall Social and Health Services Department

During the 2018/2019 fiscal, Social and Health Services managed 52 budgets from multiple funding sources, primarily Indigenous Services Canada, First Nations and Inuit Health Branch, the Ministry of Children, Community and Social Services, and The Ministry of Health. Child Protection protocols between various Child Protection agencies were reviewed and maintained. Quarterly, semi-annual and final report submissions were completed. Social and Health Services received additional funding through MCCSS to implement a 'Family Well-Being Program,' as well as dollars for "Youth Life Promotion." Indigenous Services Canada provided additional funds for prevention based programming, and the Ministry of Health and Long-Term Care provided additional funding to assist the Home Support Unit. Programs federally funded through First Nations and Inuit Health with transition from a 'flexible' to a 'block' model of funding, as of April 1, 2019.

There were bi-monthly 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 135 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 MCFN Pow wow and the entire organization participated in the Caring Together Week event which is coordinated by the department. All Social and Health Services staff received professional development training relevant to their roles at the agency.

Sustainable Economic Development

Infrastructure and Development Council
Chair: Larry Sault and Stephanie Laforme

Staff:

Administration:

Director of Sustainable Economic Development

April to June 2018 Wade Griffin

June to November 2018 Spring Sault

November 2018 to July 2019 Nicholas Hogewoning

Sustainable Economic Development Assistant: Aimee Sault

New Credit Variety & Gas Bar

Working Manager NCVGB – Andrea M. Sault (Currently on leave) April 2018 – October 2018

Acting Working Manager – Toby's Gas Bar October 2018 – March 2019

Senior Cashier – Brenda Woods

Cashier – Wanda Paul

Cashier – Rachel Mt. Pleasant

Cashier – Naquan Williams

Cashier – Megan Pridmore (Maternity leave)

Gas Attendant – Nathan Martin

Gas Attendant – Andrew Coaster

Gas Attendant – Aaron Wobbs

Gas Attendant – Shaedyn Brant

Programs and/or Services Offered:

- 1) Managing Community Properties such as leasing and maintenance of the Commercial Plaza, Industrial Building & Kuiper Property. The Green Willow is under Sustainable Economic Development control until Chief and Council determine its future use; the previous Gas Bar and Restaurant at Green Willow was demolished due to the deterioration of the buildings. The Kuiper Property was renovated for the Department of Consultation and Accommodation to utilize for office space, and the Department of Lands, Membership, and Research moved in to the office space at the Industrial Building.
- 2) The Armbruster Estate in Mississauga, Ontario is serviced by a Property Manager who has undertaken the vetting of applicants. The Armbruster Estate currently has a tenant.
- 3) Administered the operations of the New Credit Variety and Gas Bar:
 - a. Monitored accounts payables, marketing techniques/opportunities, and customer service
 - b. Provided general guidance/direction where required based on the New Credit Variety and Gas Bar Personnel Handbook together with the MCFN Policy
 - c. Oversaw capital improvements and financial management
- 4) Business Deveopment
 - a. Continue exploring potential partnerships and joint venture as opportunities present themselves



- b. Meet with and perform all due diligence contracts, from feasibility to planning
 - c. Where possible, complete in-house business plans for ventures undertaken by Council
 - d. Coordinate capital infrastructure projects
 - e. Develop assessment tools and criteria
- 5) Business Grants – business plans for approval in conjunction with the General Manager of the Community Trust.
- 6) Community Services
- a. Advise community members on issues which may impact them through community economic entrepreneurial development
 - b. Inform community members as they visit or call regarding business planning, coordinating of funding

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

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

Ball Diamond and Booth – Sustainable Economic Development oversees the bookings/rentals at the ball diamond and booth.

Leasing of Commercial Plaza – all newly proposed tenants are approved by the Sustainable Economic Development Department with the exception of the former Country Style unit which is approved by Chief and Council.

Highway 6 Property (Kuiper Property) – the Department of Consultation and Accommodation moved in to the property following renovations.

New Business Opportunities – performing on-going project reviews, including proposed partnerships, joint ventures and investment requests for required approval by Chief and Council. Examples of business developments include:

- Renewable Energy Development (8392962 Canada Inc.)
- Development of Business Corporation to maximize business development opportunities
- Joint venture research
- Improvements to existing assets



Management's Responsibility

To the Chief and Council and Members of Mississaugas of the Credit First Nation:

The accompanying consolidated financial statements of Mississaugas of the Credit First Nation are the responsibility of management and have been approved by the Chief and Council.

Management is responsible for the preparation and presentation of the accompanying consolidated financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian public sector accounting standards. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the consolidated financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of consolidated consolidated financial statements.

The Mississaugas of the Credit First Nation Chief and Council is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the consolidated financial statements. The Chief and Council fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Chief and Council is also responsible for recommending the appointment of the First Nation's external auditors.

MNP LLP is appointed by the Chief and Council to audit the consolidated financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Chief and Council and management to discuss their audit findings.

August 6, 2019



chief operating officer.
Executive Director



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Independent Auditor's Report

To the Chief and Council and Members of Mississaugas of the Credit First Nation:

Opinion

We have audited the consolidated financial statements of Mississaugas of the Credit First Nation (the "First Nation"), which comprise the consolidated statement of financial position as at March 31, 2019, and the consolidated statements of operations and accumulated surplus, changes in net financial assets, cash flows and the related schedules for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the First Nation as at March 31, 2019, and the results of its consolidated operations and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the First Nation in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the 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.

In preparing the consolidated financial statements, management is responsible for assessing the First Nation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the First Nation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the First Nation's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 First Nation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

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- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the First Nation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the First Nation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the First Nation to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Cambridge, Ontario

August 6, 2019

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

MNP



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Mississaugas of the Credit First Nation Consolidated Statement of Financial Position

As at March 31, 2019

	2019	2018
Financial assets		
Cash and cash equivalents	12,786,565	10,706,441
Restricted cash (Note 4)	10,041,542	7,306,551
Accounts receivable (Note 5)	2,134,225	1,890,250
Inventory held for resale (Note 6)	265,753	288,890
Portfolio investments (Note 7)	15,762,369	14,743,934
Due from First Nation members (Note 8)	4,234,395	4,199,645
Due from Community Trust Land Claim fund (Note 9)	2,608,798	2,360,053
Investment in government business enterprises (Note 10)	396,281	332,397
Ottawa trust fund (Note 11)	309,798	298,634
Loans receivable (Note 12)	640,499	241,129
Total of financial assets	49,180,225	42,367,924
Financial liabilities		
Accounts payable and accrued liabilities (Note 13)	2,988,098	2,184,126
Deferred revenue (Note 14)	3,157,957	1,211,007
Loans payable	-	43,702
Toronto Purchase Trust funds payable (Note 15)	6,598,135	5,260,816
Long-term debt (Note 16)	1,266,400	1,339,399
Total of financial liabilities	14,010,590	10,039,050
Net financial assets	35,169,635	32,328,874
Contingencies (Note 17)		
Non-financial assets		
Tangible capital assets (Note 18) (Schedule 1)	20,353,618	20,094,993
Prepaid expenditures	61,260	137,224
Total non-financial assets	20,414,878	20,232,217
Accumulated surplus (Note 19)	55,584,513	52,561,091

Approved on behalf of the First Nation



Chief



Councillor

The accompanying notes are an integral part of these financial statements



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

For the year ended March 31, 2019

	Schedules	2019 Budget (Note 21)	2019	2018
Revenue				
Indigenous Services Canada		8,842,406	9,307,693	7,702,942
Health Canada		991,964	1,155,559	1,028,671
Health Canada - Jordan's Principle		38,167	51,905	11,152
Canada Mortgage and Housing Corporation		73,595	73,595	181,074
Aboriginal Labour Force Development Circle		440,124	440,125	475,636
Ministry of Children, Community and Social Services		1,376,951	1,373,299	1,255,874
Ministry of Education		656,649	896,511	697,274
Ministry of Health and Long-term Care		337,294	324,806	260,644
Ministry of Transportation		-	72,900	180,916
Ministry of Tourism, Culture & Sports		-	92,444	95,812
Ontario First Nation Limited Partnership revenue		-	1,559,416	1,225,421
Toronto Purchase Trust revenue		-	7,727,055	6,032,802
Community Trust Land Claim Fund revenue		251,500	666,507	824,336
Sales from business enterprises		-	15,574,618	13,590,469
Income from portfolio investments		-	433,920	326,770
Increase in investment in government business enterprise - (8392692 Canada Inc.)		-	149,838	215,097
Decrease in investment in government business enterprise - (MCBC)		-	(85,954)	(69,526)
Other income		11,037,505	7,143,736	6,965,125
Repayment of funding		-	(101,569)	(266,343)
Deferred revenue - prior year (Note 14)		1,211,007	1,211,007	795,733
Deferred revenue - current year (Note 14)		-	(3,157,957)	(1,211,007)
		25,257,162	44,909,454	40,318,872
Program expenditures (Schedule 2)				
Council administration	4	3,401,202	8,525,807	7,394,608
Public works and housing	5	5,482,334	2,905,793	3,308,887
Economic development	6	1,460,643	801,290	1,081,557
Health and social services	7	3,667,236	3,241,811	3,199,658
Education	8	5,255,740	4,384,778	4,342,093
Land, membership and research	9	546,577	455,540	552,588
Childcare	10	1,242,401	1,461,502	1,170,449
Employment and training	11	-	323,774	317,483
Consultation and accommodation	12	4,201,029	3,173,241	3,132,169
Business enterprises	13	-	15,276,602	13,187,271
Amortization of tangible capital assets	14	-	1,335,894	1,456,956
		25,257,162	41,886,032	39,143,719
Surplus		-	3,023,422	1,175,153
Accumulated surplus, beginning of year		52,561,091	52,561,091	51,385,938
Accumulated surplus, end of year		52,561,091	55,584,513	52,561,091

The accompanying notes are an integral part of these financial statements





Mississaugas of the Credit First Nation
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