



## 2020-2021 Annual Report



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## Chief R. Stacey Laforme

This is a challenging time for all of us, the pandemic, the uncovering of our children at residential sites and just the amount of loss and pain we have endured as a First Nation. This will not separate us, we are here for each other today and we will be here for each other tomorrow. We will use this to strengthen us as we move toward healing, wellness, rejuvenation.

We continue to build relationships make friends, develop partnerships across our Treaty Lands and Territory. This provides opportunity for leadership through inclusivity, economic growth, cultural impact, historical information/knowledge and influence.

We are rediscovering who we are and where we belong and a part of that journey is reflecting on our history and embracing our culture, and heritage. Recognizing our past has become a way forward. We have inherent and treaty rights that we are using to create our own laws and structures that do not rely on federal legislation. We will continue expanding MCFN government structures, which will be fundamental to support the Mississauga Nation. Self-sufficiency will continue to be a key focus going forward. The Mississaugas of the Credit Business Corporation is expanding and involved in many areas of economic opportunity throughout our Treaty Lands and Territory.

We have filed land and water claims and the Rouge Park Claim looks closest to negotiation; we anticipate dollars and land as part of settlement. We also look to support our entrepreneurs as we have changed the job description of the Economic Development Officer to focus to on reserve development and Member support. The Waterline is completed, the LSK expansion breaks grown this year and the children's center staff will be moving to the school. The expansion of LSK will create enough space for our currently enrolled children and for Members who live off reserve to have their children attend LSK in the future. The LSK expansion will allow us to house Health and Social Services in their own buildings so that we can grow programming and provide quality service to all Membership.

Something that has become apparent through the pandemic is the amount of work we place on the MCFN organization partly because we are growing very rapidly and have had much success in raising awareness in the world around us. We must strive to support the organization at all levels and we must change the way we function, so that the MCFN organization is providing service to Members in a mutually respectful manner. The pandemic has slowed our progress but we are taking time to focus on enhancing the organization.

We have recognized through our journey that we need each other, regardless of where we live, work or play. We are all a part of the Mississaugas of the Credit of the Miichi Sagi of the Ojibway of the Anishinaabe. We must continue on our journey toward unity.

As we grow, expand and take our rightful place in the world we must never forget the most important thing: Everything we do is for our people, our children, and our future!





A few updates on what we have been working on:

- Our Governance Department and Committee has many items on the go. Including a special constitution committee ready to present a draft to membership. We have the election law ready to go for a vote in the next term. And we have established a process for creating and crafting Laws that is ready for review by membership. Next up is Membership/Citizenship by us for us. Peacekeepers will begin next year, this will start small but make no mistake it has an intense long-term strategy around justice and jurisdiction and also includes job and wealth creation. We will continue to involve Members wherever and whenever possible (committees currently have on and off reserve members)
- Health and Social department will separate to provide expansion and services to all.
- Fiber Optics is being installed now. A tower is also being installed to help with connectivity.
- A splash pad will be completed by spring 2022
- Housing will provide six houses per year at minimum and the Royal bank has been recommended as the financial institution for lender loan programming, we also want to involve Members on the long-term Housing committee.
- MCBC will provide many revenue streams in future. We anticipate signing a multi year multi-million financial agreement thanks to the work of the MCBC corporation.
- Our outstanding treaty areas will allow negotiations on resource revenue sharing.
- Growing our environmental structures and supports is ongoing.
- We have an MOU with Waterfront Toronto on the large waterfront development that will provide economic opportunities for members and other Indigenous people.
- We are leading a large tourism discussion/strategy with many players that will create wealth and opportunity not only for MCFN Members but other Indigenous in urban settings as well.
- The duty to consult and accommodate has positively affected jobs and revenue, however it is currently only the tip of ice burg, and we are restructuring to ensure that we have far greater opportunity (but always respecting our mother the earth, our history, and species at risk).
- We have relationships with many cities and are discussing how do we make a living on the land in a modern context (this may prove to be very beneficial).





- We have relationships with many universities and colleges throughout treaty lands with ongoing projects.
- We are planning to have a three fires gathering in Toronto in May, collaborating with Massey the Chapel Royal and U of T. This will involve traditional Knowledge Keepers as well as elected Chiefs who carry Anishinaabe knowledge and culture.
- We have a ten-year strategy on Child and Family Care but need a committee of staff and Members to oversee.
- We have a cultural department and through that, we have a table of elders and knowledge carriers who provide advice and support.
- Organization restructuring has begun, with change in hiring policies and focus on seven grandfather teaching as a means of evaluating job success.

We are engaging with various organizations/governments to determine how MCFN accepts/procures land. We expect lands to be gifted.

Everything we do is for our people, our children, and our future!

In Unity,  
R. Stacey Laforme





## **Councillor Evan Sault**

### **Pillar #2 Lead – Nation Well-being and Wellness Annual Report 2019-2020 (April 01, 2019 –March 31, 2021)**

As a Councillor and the Chiefs Alternate, I continue to be honoured to represent our MCFN members at various tables. I am Chair of Health and Social Services and Under MCFN's strategic plan I hold the pillar for Nation Well-Being and Wellness. We have made great strides over the year improving the health and social services partnerships, programs and services. It was a privilege to ensure our voices was heard as part of panels or openings for various Health Forums held virtually. In April, I also took over the responsibilities of Pillar 6: Community Infrastructure and Development.

Here is a list of my action items that I was involved in for 2021:

#### **Internal Committees I Chair:**

Fibre Optics Committee  
Peacekeepers Program Committee (and MCFN/OPP Liaison)  
Housing Strategy Committee  
Major Events Committee

#### **Internal Working Groups I'm Chief & Council Lead Of:**

COVID-19 Working Group  
Cultural & Historical Groups Working Group (Former Green Willow Grounds)  
Community Splashpad Project Working Group

#### **MCFN Negotiations Team:**

I'm a member of the 2-Person MCFN Negotiations Team.

#### **External Boards and Committees:**

Ganohkwasra Board  
Brant Family and Child Services (FACS) Board  
Haldimand-Norfolk Victim Services Board  
United Way of Haldimand-Norfolk Board  
Mississauga Nation Joint Housing Committee  
Ontario First Nations Technical Corporation (OFNTSC) Technical Advisory Committee (TAC)  
South Niagara Hospital Indigenous Committee  
Canada Summer Games 2022 - Indigenous Partnership Committee  
Commonwealth Games 2030 Hamilton Bid - Indigenous Committee  
Niagara Reinforcement Line (NRL) Advisory Committee







#### 2021 Accomplishments:

Successfully applied for Funding Grant receiving \$71,000.00 for the Peacekeepers Program in order to hire the Peacekeepers Program Coordinator.

Fibre Optics Committee selected ROGERS as the MCFN partner and was approved by Chief & Council. ROGERS is installing Fiber throughout the entire MCFN Community at No Charge to MCFN.

As Chief and Council Lead of Housing, I orchestrated and initiated the approval of increasing the Housing allotment from \$150,000.00 to \$200,000.00.

Service Canada: I met with Service Canada and worked out agreement that Service Canada visits the MCFN Community monthly in order for members to fill out, apply and submit paperwork for Service Canada documents, rather than have Community members travel out of the Community to surrounding cities.

Vision Screening: I met with MacMaster Children's Hospital and they have agreed to come into the Community and provide free Vision Screening for babies, children and youth, aged 0 years to 16 years.

Community Splashpad Project. The development and construction of the Community Splashpad was approved by Chief & Council in September 2021 and will be in operation for Summer 2022.

#### My On-Going Initiatives and Partnerships:

Toronto Blue Jays Care Programs here in the Community for our MCFN Children and Youth.  
Big Brothers, Big Sisters of Grand Erie Program here in the Community for our MCFN Children.  
Revising and Amending the Housing Policy and Application to make it much more Membership Friendly.

Lender Loan Housing Program in partnership with the most appropriate Banking Institution.  
Developing housing options and opportunities that are most beneficial to our MCFN members.

#### Community Engagement:

September 2021: I was Chief & Council Lead of the Chief & Council Caring Together Week Dinner Drive-Thru events, which was Chicken and Ribs Dinners.

December 2020: I filled in for Santa Clause at the Social & Health Services Christmas Drive By.





April 2021: I filled in for the Easter Bunny at the Social & Health Services Easter Drive-Thru Kit Pickup Event.

June 2021: I helped the Culture & Special Events Unit with the Orange Shirt Jingle Dress Ceremony Honouring the Kamloops Children 215.

October 2021: I helped the Culture & Special Events Unit with the Annual Fall Harvest.

November 2021: I was Masters of Ceremonies (MC) for the Annual MCFN Remembrance Day Veterans Ceremony. (In-Person)

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.







## Councillor Cathie Jamieson

### Pillar 3 Environment Sustainability Annual Report April 2020 – March 2021

The 2020 fiscal year showed significant impacts within the covid-19 pandemic. Viewing importance on natural base solutions globally. Seeing the climate of focus was human care and environment impacts of living, and creating action in the community scale. In the economic uncertainty globally the surge to correct the drop, started to streamline social-economic development, but has increasingly been cautioned by environmental keepers to advise that the economic correction response does not overcorrect into adverse effects on environment. Information regarding Environment and Climate change, still continues across all sectors to shift the ways government, institutions and communities govern their purpose and intent and is more important within the environmental missions.

Pillar 3 has been involved within the progress of work by MCFN Strategic Government/ Governance, Pillar 7 Governance, Governance Committee, Land Claims Committee, Environment: land – water – resources advisory roles, Employment and Training, conservation education and information forums, advisement to echo the vitality of Indigenous views in the environmental actions being implemented or affected by federal & provincial government frameworks, and supporting the environment / climate actions of Indigenous peoples. As stewards we are advocates with aims to a healthy environment, this means we need to infuse the social and environmentally conscious mindset when entering into plans of community development and any impacts of succession plans of federal, provincial, and community growth development.

A focus that takes impacts of systems of thinking, through protection and sustainability:

**Land** refers to the practice of traditions and customs that create our unique culture of our First Nation. Stewards with inherent rights of our ancestors continue to be the generations in use and occupancy of these lands. The right is to uphold the practice of Indigenous lifestyles, hunting, fishing, trapping, gathering, and harvesting the lands, waters and natural resources from birth to death. MCFN continues to partnering with surrounding communities, land use preservation and where planning can aid to community need or development. Due to the course of the pandemic some of the community planned projects were deferred this fiscal as in person based exchange was required. The shift was to encourage the personal perspective of what ecological initiatives can be taken by the individual and implemented as living practice. Information, harvesting, food exchange, and connective balance to health and wellbeing.

**Water** MCFN has a submitted to Canada and Ontario a Water Claim, this argues MCFN still has Aboriginal Title to water, beds of water, and floodplains within our Territory. We continue to discuss the claim with both crowns and MCFN has filed a court action on this claim. It is in abeyance, while





the land claim committee continues with virtual updates and engagement continues on the water and land claims with the MCFN membership.

**Natural Resources** focus on the biodiversity and the genetic resources that are needed for healthy systems of environment. The species protection and support for biological diversity; the healthy state of wild game, waters, trees, saps, floral & fauna, herbs and medicines are vital to the First Nation. In this area, MCFN is seeking to increase more human resource capacity to effectively participate in discussion and establish support for future MCFN environmental structures and outline areas of priorities.

**Environment** is an integrated system; species at risk, protection acts, environment health, contaminants, natural resources, foods/ agriculture, traditional knowledge, waste, forestry, climate change, water etc. As the pillar structure and future environmental resource structures comes together, the committee will advance towards prioritizing needs of the nation, through natural based visions and actions forward. The initiatives to address climate change are greatly tied to the ways in which Indigenous knowledge and circular reciprocity systems occur within our communities.





## **Councillor Veronica King –Jamieson**

### **Pillar #4 Lead – Education and Awareness**

**Annual Report 2019-2020 (April 01, 2019 –March 31, 2021)**

***Aaniin nanaboozhoo, mno giizhgad*** (Hello greetings, good day)

***Miigwech*** (thank you) for taking your time to read this brief annual report.

I miss our community gatherings, travelling to see members within the surrounding cities but it is good to see you when we have opportunities while maintaining covid 19 health and safety guidelines. Continue to reach out through emails ([veronicak@mncfn.ca](mailto:veronicak@mncfn.ca)) or by cell phone (905) 869–5753 or (289) 440-8672

Currently involved as the Lead Councillor for Pillar 4 Education and Awareness with a focus on the Lifelong learning work plan which is as follows:

**Section:** MCFN Board of Education with Patti Barber-Director Lifelong Learning

Board training currently in progress, attending various virtual conferences and develop a Lifelong Learning Education strategy for MCFN with community input.

**Section:** MCFN curriculum - history in our territory through consultation on integrating Mississaugas cultural values, languages and ways of knowing into the education system; including our “Art Mural” and Moccasin Identifier.

**Section:** First Nations with Schools Collective MCFN Lifelong Learning 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) See link below of one the updates provided.

**[“Rebuilding a Distinct Education System – First Nations with Schools Collective \(fnwsceducation.com\)”](https://fnwsceducation.com)**

Published by Leslee White-Eye FNWSC coordinator.

Canadians were shaken to the core this year after being forced to face the reality of thousands of unmarked graves at former Indian Residential Schools — and in the midst of a pandemic that continues to rage despite all attempts to end it and ‘move on.’ For many across this country, both





situations have shone a light on atrocities that can occur when health and education support systems fail.

And today, Canada's support systems fail First Nation students on both fronts. Health impacts of broken systems sometimes attract headlines and federal commitments when the inequity is glaring enough; like with the lack of clean water in many Indigenous communities. But education inequities for on-reserve learners often get overlooked.

Despite the fact that First Nation education systems—which are the fiscal responsibility of the federal government—are not equipped with the resources needed to hire program developers, build local curriculum and run culture-based programs that would raise low graduation rates and instill strong cultural identities among Indigenous learners, the issue remains under the radar in Canada.

Unfortunately, this is true even during a federal election season in a year when Canadian awareness of failed education policy for First Nations communities is at an all-time high.

Education leaders with the First Nations with Schools Collective (FNWSC) know community schooling is vital to student success.

And as they deal on a daily basis with the repercussions of systems that fail their students miserably, they are working behind the scenes to transform education and provide appropriate culture and place-based programming: to provide on-reserve students with a top-tier education.”

In the below chart you will read the other sections involved with Pillar 4, we look forward to collaborating with members of Mississaugas of Credit and Mississauga Nation. Please call, test send me a message if you are interested in becoming involved in the planning process.

Take care, ***Miigwech*** (Thank you), ***Kaawaabmin miinwaa, baamaapii*** (I will see you again, later)

***Benoniik*** (Veronica) King-Jamieson, BEd. Mississaugas of the Credit Councillor





## **Councillor Erma Ferrell – Pillar #5 Lead – Culture Awareness & Outreach Annual Report 2019-2020 (April 01, 2019 –March 31, 2021)**

**Purpose:** In furtherance of our people's inherent and inalienable right of self-determination, it is essential that our government strengthen our capacity to heighten cultural awareness and enhance our communications and outreach.

The Pillar #5 Committee consisted of Members of the Mississaugas of the First Nation (MCFN). Members of the committee were Caitlin Laforme, Darin Wybenga, Mark LaForme, and Ward LaForme Jr.

- **Pillar #5 Lead** – Pillar #5 – Cultural Awareness, Communications and Outreach. The mandate is to provide heighten cultural awareness, enhance our communications and outreach. I was appointed as the lead for Pillar #5 in 2017, and re-appointed to this Pillar in December 2019.  
We created some booklets, bookmarks, had Wampum Belts made, working on finalizing Wampum Belt prints.

During the COVID 19 Pandemic many purposed projects were placed on holdthe committee held zoom meetings; as travel was not allowed for safety reasons. As a result videos to provide information on the MCFN history and culture were not recorded as planned.

During the COVID-19 Pandemic, many proposed projects were placed on hold. The committee held zoom meetings; as travel was not allowed for safety reasons. As a result, videos to provide information on MCFN history and culture were not recorded as planned.

**Finance Chair** - In 2017, I was appointed as the Chair of the Finance Council, and in December 2019, I was re-appointed to the Finance Council, which is now titled the Financial Planning & Fiscal Oversight Council. Reporting to the Financial Planning & Fiscal Oversight Council has is a sub-committee, appointed by Council. The Financial sub-committee's role is to review the monthly financial statements before they are presented to full Council. Finance issues will be reviewed and discussed and then any issues arising from the sub-committee meeting it will be addressed at full council. Our Chief & Council's role is to ensure our finances are in order and to plan for the future; five, ten, fifteen years and more. The Financial Planning & Fiscal Oversight Council is to support better strategic planning and that priorities are aligned with available resources.

**Employment & Training Board Co-Chair**– The employment & training board consists of members of Chief & Council, and their role is to oversee, approve or deny requests presented by the Employment & Training Coordinator. The Employment & Training Coordinator approves requests to a maximum of ten thousand dollars. Any requests over ten thousand dollars are presented to the Employment and Training board for discussion. As the Co-Chair I attend meeting







scheduled with the Aboriginal Labour Force Development Circle, (ALFDC). Our funding for programs and services associated with the employment & training department are governed by the ALFDC. Quarterly and annual meeting are scheduled by the ALFDC and the Chair and or Co-Chair attend to represent the Mississaugas of the Credit First Nation.

### **Committees**

**Major & Special Event** – The Major & Special Events committee assists the Culture and Special Events coordinator, to plan for events where over one thousand attendees are present.

Our main role is to provide information on the history of the Mississaugas of the Credit. Some of the larger events are: The Canadian National Exhibition (CNE), the Lil NHL, Fort York annual Indigenous Day Celebration, Sugar Beach Celebration in Toronto, annual Assembly of First Nations meeting, Annual Chiefs of Ontario meeting and more. Due to the COVID 19 Pandemic all events were cancelled. The Niagara Canada Summer Games scheduled for August 2021 has been postponed until August 2022.

### **Culture & Design Committee**

A committee was appointed by the MCFN Chief & Council to create Terms of Reference for any requests for assistance working with Members of the MCFN.

Requests are from organizations from outside the MCFN. Participation responsibilities are working with groups who are designing or redesigning Parks, and Historical places in our Treaty & Traditional Lands. The working groups are seeking information on our history, culture and Language.

### **Outreach**

Many organizations contact our First Nation on our history, culture and request assistance with Land Acknowledgements.

Participation with outside organizations was conducted via telephone and zoom video calls.







**Councillor Julie LaForme**  
**Pillar #7 Lead - Inclusive Leadership and Governance**  
**Annual Report 2019-2020 (April 01, 2019 –March 31, 2021)**

Purpose: Building up our capacity, tools and resources to govern more effectively is central to our vision for a more self-reliant and resilient MNCFN.

**In June 2017 Government of Canada and the MCFN signed MOU for the recognition of Indigenous rights and self-determination table**

- Established a forum for Canada and MCFN to “explore new approaches to understanding and implementing treaties between MCFN and Canada, new governance models, and the resolution of MCFN’s outstanding claims.” (MOU)

**In August 2019 Canada and MCFN signed a Preliminary Agreement to Advance Reconciliation and Establish a Renewed Relationship**

- Established a negotiation process “to jointly develop a renewed nation-to-nation and government-to-government relationship between Canada and MCFN that advances reconciliation between the Parties....” (Agreement)
- To renew concepts of governance and reach shared understandings on approaches towards governance outside of the Indian Act.

We continue to formally meet with Canada, typically every 4-6 weeks.

The Governance Committee meets weekly to draft these laws as we begin our work to be a self-governing Nation, as well to discuss other important matters that require attention from Governance.

I also sit on the following sub-committees that meet monthly: MCFN Constitution, Peacekeepers, and Land Claims.

In March 2021, Chief and Council has approved a Governance department to continue the work that has been done with the Governance Committee. We have appointed a new Executive Director of Intergovernmental Affairs: Katelyn LaForme. Currently we have a Governance Coordinator, a Governance Communications and Engagement Lead, 2 Jr. Policy Analysts, Peacekeepers Coordinator, Justice Intern, and are looking at hiring for more positions.

We have had a number of Community Engagement sessions on our Governance work, including: a session on introduction to Governance, the Approval Law, the MCFN Election Law, the MCFN Consitution, Peacekeepers Program, and OneFeather.





Sub-Committee updates:

Constitution:

Our Constitution Sub-Committee consists of myself, Justice Harry LaForme, Margaret Sault, and two youth members: Austin Sault and Rochelle King. As of the end of 2021, the Committee is almost finished our first draft of the MCFN Constitution, which will then go to Chief and Council. Then, we will require Members input before ratification.

Peacekeepers:

Our Peacekeepers Sub-Committee consists of myself, Nadine LaForme, Claudia Miller, Katelyn LaForme, Councillor Evan Sault, Chief Laforme, and Caitlin Beresford. We are looking at expanding our Committee. Currently we are working on the framework and objectives of the program.

Land Claims:

Our Land Claims Committee consists of myself, Councillor Cathie Jamieson, Katelyn LaForme, Margaret Sault, and when required: Chief Laforme, Georgia LaForme, Caitlin Beresford (legal), Kim Fullerton (legal). Our Land Claims Committee has shared a full-page update of outstanding Claims, they can be reviewed on the Members Only website.

We continue to meet formally with Canada every 4-6 weeks, as part of RIRSD (Governance) Table. Because of our RIRSD Table, MCFN, Specific Claims, and Special Claims (Claims of a Third Kind), are working together, in a unique process, to try and better resolve MCFN's claims in a timely manner.

Our team internally meets monthly to work on Claims, but also on other land and water related matters.





## ADMINISTRATION

### Financial Planning and Fiscal Oversight Council

Pillar 1 Lead: Councillor William Rodger LaForme

Pillar 5 Lead: Councillor Erma Ferrell

### Staff

Chief Operating Officer:	Kailey Thomson
Director Finance:	Lilia Moos
Accounts Payable:	Victoria Sandy
Accounts Receivable:	Kelly Greene
Payroll/Finance Officer:	Cindy Skye
Council Coordinator:	Caytlen Burning/Marlene Morton
Culture & Events Coordinator:	Caitlin LaForme
Proposal Writer:	Rebecca Yamusha
Human Resource Manager:	Kerri L. King
Human Resource Assistant:	Stephanie LaForme
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:

- 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;
- Planning and participation in Council/Administration Night of Caring Together Week;
- Impact analysis and recommendations to Council regarding Federal/Provincial initiatives;
- Assist with the administration of the 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;





- Ensure the continuance of programs and services offered to the Membership during the COVID-19 pandemic, ensuring community, employee and student safety was maintained.

### 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 if the MCFN by ensuring the plans and procedures are consistent with the vision, mission, management philosophy, standards and organizational/program policies established by the MCFN Council.

#### Responsibilities included:

- 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, etc...
- 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;
- Ensured COVID policies were established and in place for all organizational workplaces, adhering to the Public Health Guidelines as well as federal legislation.

### 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.

#### Responsibilities included:

- Assisting 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:** The 2020-2021 Audit Summary is attached as Appendix A. The full 2020-2021 MCFN Council Audit is available for review by MCFN membership at the Council Administration Building and on the MCFN website at [www.mncfn.ca](http://www.mncfn.ca))







## **CHILDCARE AND EARLYON**

### **Pillar 4 Education and Awareness**

Director: Patti Barber RECE

#### Ekwaamjigenang Children's Centre (ECC) Staff:

Supervisor: Elisa Machida BA RECE

Acting Assistant Supervisor: Shannon King

Cook: Kathie Thompkins

Anishinaabemowin Instructor: Blake Sault

Child Care Assistant: Pamela Bomberry

Registered Early Childhood Educators (RECE):

Bonnie Smith

Greg Montour

Jimi Green

Kristine Kerfont

Melissa Carter

Megan LaForme

Rachel Skinner

Megan Mitchell (on contract)

#### License

Ekwaamjigenang Children's Centre is licensed for 63 childcare spaces for children aged 0-6 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).

#### Number of Families and Children Served

In the past fiscal year, the Ekwaamjigenang Children's Centre served 29 families and 34 children through virtual programming offering Zoom activities and Learning bundles, which were sent home to families on a regular basis.







### Staff Training

Ekwaamjigenang staff attended a variety of virtual professional development and networking opportunities with Haldimand/Norfolk and Southwestern Ontario First Nation Early Learning staff. All staff were able to attend the Virtual Gordon Neufeld Institute training.

### Playground

As per the Child Care Early Years Act, a certified playground inspector inspects all playground equipment annually. 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

The ECC Supervisor met monthly with the South West Region Progressive Early learning Aboriginal Centres of Excellence Network (SWR PEACE Network) via ZOOM, also with the Haldimand Norfolk Supervisors Early Learning Committee. Consulted with Associated Services for Children and Youth on Cultural matters regarding Indigenous Play when called upon.

### 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 Ministry of Education and the Employment and Social Development Canada

### Program Highlights

Ekwaamjigenang Children's Centre has remained closed due to the COVID-19 pandemic. Programming has consisted of Virtual Lessons on Phonics, Science, Cooking, Outdoor Play, Cognitive Discovery, and Anishinaabemowin. Families did zoom meetings with staff during the cold months inside. Families are enjoying the bounty from the garden the staff have cultivated this spring.





### EarlyON Child and Family Programs

#### Staff:

Coordinator: Katharine Brown RECE

RECE Facilitator: Bridgette Ferreira

RECE Facilitator: Ciaira Hemmings (Contract ended May 25<sup>th</sup>, 2020)

Shelby Riddell (RTW May 25<sup>th</sup>, 2020)

Cultural Facilitator: Laura Reid

Community Navigator: Jolene Hill

Program Support Person: contract ended position has been vacant

#### 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

In the past fiscal year there were no in person children or families served at either the *Hagersville Secondary School Site or the MCFN Pop Up Sites* due to the organizational shut down. All programming was offered virtually via the MCFN EarlyON Facebook page, Zoom platform and phone calls. There are tracked via the Facebook page and attached.

#### 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) Michelle Balint 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) via ZOOM. 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. Using social media to reach families has become an integral aspect of the program since the organizational shutdown. Programs including Infant Massage, Sharing Circle, Positive Discipline in Everyday Parenting, Story Time, Mother Goose, Mental Wellness, Baby Talk, Book Club and more have been offered virtually. As well the staff have planned and implemented several community giveaway kit events throughout the year.

### Program Expansion

The EarlyON signed a 3 year lease with MCFN, minor renovations at the location were completed including new floors and blinds. New signage above the unit as well as a sign on the road pylon have both been installed. Office and program space furniture has been ordered and delivery is pending.

### Alternate programming space due to COVID-19 Pandemic

In an effort to offer more outdoor programming the EarlyON has begun a project to complete the Pow Wow Arbour with a fabric roof covering. The project site prep has been completed and the fabric covering is in production.

Plans are underway for the washrooms and concession stand at the grounds to be winterized so that the families who attend the programming at the Arbour have access to washrooms facilities for handwashing, toilet needs and diapering. This project will be completed under the supervision of the Director of Public Works.





## **CONSULTATION AND ACCOMODATION (DOCA)**

### Staff:

Mark LaForme, Director  
Abby LaForme, Administrative Support  
Darin Wybenga, Traditional Knowledge and Land Use Coordinator  
Fawn Sault, Consultation Coordinator  
Hilary Chamberlin, Minute Taker  
Joelle Williams, Field Coordinator  
Megan DeVries, Archaeological Operations Supervisor  
Nicole LaForme-Hess, Office Manager  
Peter Epler, Field Archeologist  
Adrian Blake, Field Archaeologist  
27 Field Liaison Representatives

### Office History:

The Department of Consultation and Accommodation (DOCA), is currently in its 6th year of operation. The department was established to address the Crown's (Federal and Provincial Government) "Duty to Consult." Based on the 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, effected 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 and 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 or 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 through education of the Crown, municipalities and proponents, 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 2020/2021:

The MCFN-DOCA Consultation Coordinator continues to employ a triage system for identifying projects where DOCA requires consultation and engagement. This triage system assesses the potential 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 2020/2021 fiscal year, the DOCA Consultation Coordinator received and reviewed over 1400 notifications of projects within the MCFN Treaty Territory.

#### Crown/Proponent Consultation and Engagement:

Nature Conservancy	Canadian National Railways
Credit Valley Conservation	Empire Homes
Enbridge Pipelines Inc	Fisheries and Oceans Canada
Hamilton Port Authority	Hydro One Network Inc
Imperial Oil Pipelines	Mattamy Homes
MHSTCI	Ontario Infrastructure and Lands Corporation
Ministry of Municipal Affairs and Housing	Ministry of Transportation
Ontario Growth Secretariat	Parks Canada (Rouge National Urban Park)
Northcrest Developments	The Therme Group
Ministry of Northern Development, Mines, Natural Resources and Forestry	Ducks Unlimited







Conservation Halton	Niagara Peninsula Conservation Authority
Long Point Region Conservation Authority	Ontario Ministry of Agriculture, Food and Rural Affairs
Ministry of Energy	Ministry of Environment, Conservation and Parks
Transport Canada	Ministry of Environment and Climate Change
Infrastructure Canada	Nature Canada
Hamilton Conservation Authority	
Toronto and Region Conservation Authority	Credit Valley Conservation Authority

#### Regional/Municipal Consultation and 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
Regional Municipality of Halton	Region of Niagara
Regional Municipality of Peel	Municipality of York
City of St. Catharines	Township of East Garafraxa
City of Thorold	Town of Grimsby
City of Guelph	Township of Wilmot
Township of Centre Wellington	City of Markham
Region of Waterloo	City of Brampton
Town of Fort Erie	Town of Halton Hills
Town of Milton	Town of Oakville
Township of Woolwich	Norfolk County
City of Vaughan	Town of Caledon
Haldimand County	Town of Lincoln
City of Toronto	







### Major Projects Consultation and Engagement:

Ontario Place Redevelopment with MHSTCI	Ontario Place Redevelopment with Therme Group (proponent)
Milton Logistic Hub with CN Rail (proponent)	Downsview Lands Development with Northcrest Developments (proponent)
First Parliament Place with Metrolinx	Waterfront Toronto
Quayside RFP	Port Lands Flood Protection
Indigenous Centre	Parliament Slip

### Field Liaison Representatives – Archaeological and Environmental

For the fiscal year 2020/2021, DOCA employed 27 Field Liaison Representatives (FLRs), all of whom are MCFN Members. Some of the FLRs have been with MCFN since MCFN began monitoring archaeological assessments in 2012. All FLRs are certified in archaeological monitoring, with some also being certified in environmental monitoring. The 2020 field season was delayed due to the onset of the COVID-19 pandemic, but eventually began in June with some FLRs continuing work until December. During the 2020 field season, the FLRs participated in monitoring on 189 separate and distinct projects.

As a result of the COVID-19 pandemic, DOCA, with the assistance of Human Resources, developed an FLR-Specific COVID-19 Return to Work Policy designed to keep the FLRs safe while out in the field.

In September 2020, DOCA hired a second Field Archaeologist to add additional technical support for the Field Liaison Representatives. With the addition of a second Field Archaeologist position, DOCA was able to begin conducting consistent archaeological report reviews and continue the use of the electronic field note system for daily submissions. Field notes dating back to 2019 through to the present are now available digitally for all active FLRs to review in the field.

Between November 2020 and March 2021, DOCA's three Lead FLRs participated in the Ontario Archaeological Society's Training the Trainers program. This OAS program was started out of the recognition that many archaeological monitors, including some of DOCA's FLRs, have significant years of in-field experience and should be training new FLRs instead of having that training completed by non-Indigenous archaeologists. Over the winter months, the three Lead FLRs developed courses on a variety of archaeological topics with the support of volunteers from the





OAS. As a result, DOCA can now host its own training for new FLRs without any external assistance from non-Indigenous archaeologists.

Finally, in February 2021, DOCA held a virtual Standards and Guidelines “Deep Dive” for FLRs during the winter months. During the four-day session, FLRs participated in a line-by-line review, dissection, and discussion of the 2011 provincial Standards and Guidelines for Consultant Archaeologists. The results of these sessions will form the foundation of DOCA’s feedback for the Ministry of Heritage, Sport, Tourism, and Culture Industries when they undertake their revision of the province’s current regulations.

### Archaeological Engagement

DOCA continues to advocate for MCFN stewardship and fulsome engagement with archaeologists, proponents, and provincial Ministries.

In 2020, DOCA introduced a report review agreement which allows DOCA to receive capacity funding for reviews completed by its staff. 156 agreements were executed during the fiscal year and countless report reviews were completed, both paid and unpaid.

### Prominent examples of this review process include:

Waterdown to Finch Replacement Pipeline  
Fischer-Hallman Road  
Huron South  
Shelter Cove  
Zhishodewe Site

### Overview of Finances:

DOCA has been self-sustaining department since the first year of operation. DOCA does not receive funding from Chief and Council.

Total year end revenue for the 2020-2021 fiscal year was \$2,560,300.89 due to COVID restrictions. Of that, \$310,968.52 is currently outstanding.





### 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 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.

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.

Work continues on generating 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**

Pillar 4 Education and Awareness

MCFN Board of Education

The Pillar 4 Education and Awareness committee and the MCFN board of Education began meeting in February 2020 and were scheduled to meet on a monthly basis until the COVID-19 pandemic thwarted our work, momentum and meetings.

The MCFN Board of Education began to meet via Zoom.

The MCFN Board of Education is made up of 7 member positions which include:

2 Parents, 2 Band members, 1 Grandparent, 1 Youth, 1 Teacher.

The MCFN Board of Education Terms of Reference have been approved by Council. Board training will be provided to the 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).





## Nominal Roll Reporting – Elementary and Secondary Student Count = TOTAL 205

<b>LSK Elementary School</b>	
Kindergarten	18
Grade 1	9
Grade 2	17
Grade 3	20
Grade 4	16
Grade 5	7
Grade 6	17
Grade 7	26
Grade 8	14
<b>Total Elementary Funded</b>	<b>144</b>
<b>Total Elementary Unfunded</b>	<b>8</b>

## Secondary

<b>GRADE</b>	Assumption College	Grand Erie Learning Alternative	Hagersville Secondary School	Holy Trinity Catholic High School	McKinnon Park Secondary	Ohahiyo	Pauline Johnson Collegiate and Vocational	SNP Steam Academy	Tollgate Technological Skills Centre	Waterford District High
<b>9</b>	3	0	7	1	1	0	1	2	0	0
<b>10</b>	1	0	4	1	0	0	0	0	2	0
<b>11</b>	1	0	11	1	0	0	0	0	1	0
<b>12</b>	1	1	13	3	0	2	0	1	0	3
	<b>6</b>	<b>1</b>	<b>35</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3</b>

**Total**

**Secondary Students funded- 61 unfunded-2**

Education Service Agreement







In 2018 an Education Service Agreement was negotiated with Grand Erie District School Board. This agreement is effective from September 2018-June 2021 and is reviewed annually with GEDSB and the MCFN Education Department to ensure needs of students are being met. Meetings have been on-going with GEDSB to amend this agreement, once approved it will be a three year agreement.

### Post-secondary

MCFN is responsible for administering the Post-Secondary Student Assistance program for MCFN members.

Total number of post-secondary students funded:

89 MCFN: 81 full-time, 9 part-time

### Graduation Awards, Sponsored by the MNCFN Community Trust

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

Elementary:17 Secondary:17 College: 5 Undergraduate:4 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. 2020-2021 is the last year that this group will operate, funding for this program will flow directly from ISC going forward.

### 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).







## **HOUSING DEPARTMENT**

Infrastructure and Community Development Council

Pillar Lead: Craig King

### Housing Staff

Lorraine LaForme, Housing Director

Raymond Hill-Johnson, Technical Resource Manager

Alicia Maracle-Sault, Housing Assistant

Ryan Thomas, Technical Resource Support Worker

### Indigenous Service Canada/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 (8) individuals.

### 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.

Eight (8) Homes received funding of the eight (8) applicants – seven (7) were senior and/or disabled funding.

### CMHC Residential Rehabilitation Assistance Program (RRAP) for on-reserve

1 applicant still waiting approval and is resubmitting an updated application.

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.

### TECHNICAL RESOURCE MANAGER (TRM) & TR Support Worker Inspections

MCFN HRRS Program –

- Eight (8) initial HRRS inspections for existing homes that resulted in 8 Specification Reports with numerous follow-up inspections completed.





- Due to Covid-19 year-end inspections for rentals (23) did not take place last year & (5) Eagle Lane subdivision homes, and one (1) Band-Owned rental unit  
Note: at times the TRM cannot obtain permission to access units/homes
- Also accompanies the OFNTSC (Ontario First Nation Technical Services Corporation) pertaining to mandatory Housing New & CMHC RRAP inspections.
- Conducts Mandatory rental Move-in/Move-out inspections when required.

#### North subdivision (Eagle Lane Estates)

18 Lots are serviced for communal water and have now been surveyed by the Lands/Research/Membership office and lots identified. Waiting on communal sewer line, and/or roadway/sidewalks to be completed so as Housing may proceed with constructing houses either for sale or allowing individuals to purchase the lot and construct with their own funds or under the Housing Program. Land would have to be evaluated for cost to purchase if allowing individuals to purchase land in the North Subdivision to construct a home.

#### Housing Staff Meetings

Due to Covid-19 – mini meetings periodically.

#### Housing Committee Meetings

Due to Covid – 19 Pandemic, generally met with former Pillar Lead.

#### Townline Estates Rental units

5-Plex (Band-Owned) – decks replaced

5 Plex, phase II – Heating system change out & Hot Water Replacement, 1 sliding door replaced – unit #7

8 Plex – Heating system change out & Hot Water replacement.

5 Plex, phase III – fully occupied.

#### Townline Estates 3 year Grass Cutting Contract

Due to Covid - Public Works took on responsibility for Grass Cutting.

Possible contract for 2022 - year by year and not 3 years as done prior to the Pandemic.





#### 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.

#### ASAP Maintenance software

Accounting software (Ferrus Computers - ASAP) has been downloaded to 5 Computers so as Training can be set up in the near future for the Financial side of this Software.

The TRM and TR Support Worker received training for utilizing the Inspection side of this software. They now can do inspection from their phone or a tablet.

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.

#### Training:

- Webinars – buildings, construction methods, Health & Safety etc. on going
- TRM & TR Support Worker received ASAP training for inspections
- ASAP – Accounting side of this software downloaded recently. Training will be set up hopefully when staff are back to normal hours.

#### Revisions to Agreements

Sent to July 06, 2021 Financial Planning & Oversight Council for approval – One Housing Policy with Appendices & signature documents for each program offered under Housing. Meeting cancelled.

#### Housing 911 map update

TRM updating Mapping for MCFN





#### Land transfers allocated back to band member

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

#### 2019/20 ISC Enhancement Funding

- spent and Final Report being sent shortly waiting for final Reports for housing

#### 2020/21 ISC Enhancement Funding received

- Deferred until 21/22 construction

#### Reporting requirements

- 2019/21 - Report to ISC for Enhancement Dollars – Final sent pending final invoice.
- 2020/21 – ISC Enhancement Dollars – deferred to this year.
- 2020/21 Capital Projects Report – Housing \$ HRRS due June 29/2021
- 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 2021. Assist Director of PW with the Housing part of this Report.





**MNCFN ANNUAL REPORT  
LANDS, RESEARCH & MEMBERSHIP  
FISCAL YEAR: 2020 – 2021**

**STAFF**

<b>NAME</b>	<b>POSITION</b>
Margaret A. Sault	Director, Lands, Research & Membership
Vacant	A/Community Consultation/Lands &
Delainie King	Membership Officer
Annette Hottinger	Lands, Research & Membership Assistant
	LMR Clerk

**PROGRAMS & SERVICES**

<b>#</b>	<b>Program / Service</b>	<b># Transactions</b>	<b>Comment</b>
1	<b>MEMBERSHIP</b>		
	• Event reporting of Births, Deaths, Marriages, Divorces, Amendments, Miscellaneous .....	30	
	• Certificates of Indian Status Cards .....	106	
	• Membership Transfers (Other First Nations) .....	1	
	• Blood Quantum Letters/Family Tree Research.....	6	
	• Residency/Identification Confirmations .....	2	





3	<b>RESEARCH &amp; LANDS</b> <ul style="list-style-type: none"> <li>Land claims (Treaty 22 &amp; 23; Nanfan Deed &amp; Rouge Valley)</li> <li>ATR (Kuiper Property)</li> <li>.....</li> <li>Aboriginal Water Title</li> <li>.....</li> <li>Between the Lakes Purchase 1784</li> <li>.....</li> <li>Leases/Permits</li> <li>.....</li> <li>Transfers/Allotments/Surviving JT</li> <li>Surveys</li> </ul>	   3   19   4 completed   9 in process	Rouge Valley Claim – March 2015 On-going Submitted 09/16  Research report – additional research to be done ATR going to Cabinet
4	<b>COMMUNITY WELLNESS</b> <ul style="list-style-type: none"> <li>Applications received</li> <li>.....</li> <li>Applications processed.....</li> <li>.....</li> <li>2<sup>nd</sup> distribution received.....</li> <li>.....</li> <li>Applications processed.....</li> <li>...</li> </ul>	   2452  2448   2358   2351	Nov 2020 Council approved a 2 <sup>nd</sup> distribution
5	<b>DONATION POLICY</b> <ul style="list-style-type: none"> <li>Applications for Reimbursement of Registration/Lesson fees ....</li> <li>Applications for Event Funding</li> <li>.....</li> </ul>	 17  1 - denied	Council banned travel
6	<b>ESTATE POLICY</b> <ul style="list-style-type: none"> <li>Applications received</li> <li>.....</li> <li>Applications approved</li> <li>.....</li> </ul>	 20  20	Estate in Court



	<ul style="list-style-type: none"> <li>Applications Rejected/Pending .....</li> </ul>	1	
7	<b>RESIDENCY REQUESTS (in-active)</b> <ul style="list-style-type: none"> <li>Applications Received .....</li> <li>Applications Approved .....</li> <li>Applications Rejected .....</li> </ul>	6  0  0	
8	<b>BY-LAWS (in-active)</b> <ul style="list-style-type: none"> <li>Zoning By-Law Amendments .....</li> <li>Animal Control .....</li> <li>Intoxicants .....</li> <li>Trespassing .....</li> <li>Residency .....</li> </ul>		These will be reviewed & updated in the Community Master Plan Project
9	<b>MATRIMONIAL REAL PROPERTY (MRP)</b> <ul style="list-style-type: none"> <li>Draft law completed</li> <li>Estates under MRP</li> </ul>	1	Active: Court
10	<b>HISTORICAL GATHERING</b> <ul style="list-style-type: none"> <li>Planning</li> <li>Registrants</li> <li>Implementing</li> <li>Wrap up</li> </ul>		Due to Covid the HG was cancelled. It's future is unknown at this point.





1	<b>ELECTIONS</b>		Engagement session held via "Zoom".
1	<ul style="list-style-type: none"> <li>Developing "MCFN Election Law"</li> </ul>		
	<b>OTHER DUTIES</b> <ul style="list-style-type: none"> <li>Membership amendments: Bill S-3 &amp; Hele decision (May 2021)</li> <li>Land records maintaining</li> <li>Estate Matters</li> <li>On-going training</li> <li>Participating in committees (Land Claims, Governance and Constitution)</li> <li>Land Surveys</li> </ul>		





## **MEDIA AND COMMUNICATIONS**

Reports to Governance Department

### Staff / Position:

Georgia LaForme/ Communications and Engagement Lead, hired in January 2021

Jaqueline Martin/ Media and Communications Coordinator

Jeanette Cossaro/Communications Administrative Assistant

### Purpose:

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

### Overview of Operations:

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

- The Eaglepress Newsletter. We publish about 25 to 50 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, culture, 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, and mailed out. Content submission deadline is the third Friday of every month.

#### • Social Media:

Facebook: Mississaugas of the Credit First Nation

YouTube: Misissaugas of the Credit First Nation

Twitter: @mcfirstnation

Instagram: @mcfirstnation

- Website: mncfn.ca. The website includes: Departmental information, Treaty Lands and Territory information, and timely news updates and notices, an events calendar, COVID-19 information, and more.





- Weekly flyer distribution to most on-reserve members. The flyers are delivered most on-reserve households every Wednesday (in mailboxes by the next day on Thursday) and consist of notices, events, job openings, etc. This is an extra method of communication for people who may not have access to Facebook or our Website.
- Press releases and statements

#### What is Communicated:

- Relevant News and Updates
  - Keeping community updated weekly on the COVID-19 pandemic via website / social media, & weekly flyer delivery.
- Important notices (i.e. bus delays, cancellations, closures, garbage pick-up delays, crisis situations, etc.).
- Upcoming events.
- Job openings.
- All other pertinent information as requested by staff, Community Members, Chief and Council.

#### Other Responsibilities:

- Respond to Media Inquires
- 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 Website 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 flags, banners, posters, etc.
- Videography and photography services for community events.
- Engagement sessions with community, that are recorded and posted to our Members Only site.
- 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.
- Process MCFN logo usage applications and assist the public with territory recognition statements.







- Advocate for proper representation of MCFN in our Treaty land and traditional territory (government, schools, non-profit organizations, sports, entertainment venues, etc.)
- Assist other departments with communication needs and advise them on media-related issues.

#### Updates: Statistics During the Fiscal Year

Facebook page at the end of 2020: - 4,500 likes and followers

Twitter: 1,700 followers

Instagram: 800 followers

Facebook total page Reach:

230,249 people

Instagram total page Reach:

963 people

Highest amount of people reached in a 90 day period on Twitter:

112,000 people

Top four cities containing the most of our followers: Toronto, Hamilton, Brantford, Hagersville.

#### Current projects:

- Reviewing and reworking Communications Strategy and other Communications Department policies.
- Creating and implementing an Engagement strategy.
- Working on new Website home page design, and improving navigation of current website.
- Increasing awareness of MCFN Treaty Lands and Territory.
- Annual YouTube updates from Chief and Council.





## **PUBLIC WORKS DEPARTMENT**

### **INFRASTRUCTURE & COMMUNITY DEVELOPMENT COUNCIL**

Chair: Councillors – Craig King

#### **STAFF:**

Public Works Director – Arland LaForme  
Public Works Assistant - Brandy Vinnai  
Infrastructure Maintenance Worker – Robert Hill  
Community Centre Caretaker – Tommy Wythe  
Infrastructure Manager – Brandon Hill  
Infrastructure Manager Assistant – Matthew Sault  
LSK Caretaker/Maintenance - Trenton Hill  
LSK Caretaker – Sara Henry

#### **CUSTODIANS:**

Maamwi gnawending (Social & Health Service) – Kyle Sault  
Rumpus Hall/Adm Bldg 1 - Lorraine Sault  
Agimaw gamig administration 1 – Rosa Clause – Casual (Terry Hill)  
Ekwaamjigenang 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 – Eavestrough repair, two (2) supply ductwork runs installed, annual fire extinguisher and emergency lighting inspections, finance clerk office renovations completed, Routine maintenance on back-up generator completed.
- Rumpus Hall / Library – A complete building renovation completed to accommodate additional office space for MCFN completed.
- Buildings/Grounds – two (2) new lawn tractors, landscape trailer purchased.
- Admin. Building 2 – New furnace and a/c unit installed. Dusk/dawn wall pack lighting replaced. Annual fire extinguisher inspections
- Council House – Routine maintenance performed on an as required basis for this asset.
- Recreation Complex – Records Office renovations and Electrical Panel upgrade. Annual fire extinguisher inspections.
- Enterprise Building – New furnace installed. Additional electrical outlets installed. Annual fire extinguisher inspections
- Community Centre – New GFCI electrical outlets installed, Urinal repaired, wire shelving purchased, interior/exterior lighting maintenance, microwave shelf purchased and installed, Annual pedestrian lift inspection and maintenance completed, polycom telephone wiring completed, range hood maintenance, Annual fire alarm/sprinkler inspection and maintenance completed, HVAC unit annual maintenance, generator maintenance.
- Lloyd S King Elementary School – Mechanical and Plumbing equipment maintenance/replacements completed. Classroom HVAC unit replaced. Wildlife removal maintenance. Annual fire alarm/sprinkler inspection and maintenance completed. Annual back-up generator inspection and maintenance completed.
- LSK Portable – Window replacement completed, wall panels and floor tiles repaired
- Powwow Grounds – Electrical wiring safety issue addressed.
- Street Lights / Townline Estates - Eleven (6) light emitting diode (LED) fixture upgrades were completed.

### Equipment

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

### Roads

All line markings were completed.





### Piped Water

Routine maintenance of flushing fire hydrants (approximate 240), exercising auxiliary hydrant valves (approximately 240), water main valves (approximately 91), & 13 Manual Air Release Valves. 1 Automatic Air Release Valve & 1 Blow off, ( approximately 6 sample stations ) performed free total chlorine residual, ph and turbidity readings throughout the year totaling approximately 390 readings to ensure that the water in the distribution lines meet the regulations and standards for safe drinking water. Monthly water usage readings undertaken for approximately 200 customers & 23 band-owned buildings.

- Routine lawn maintenance at truck-fill station
- Public Works Department finalized negotiations with Indigenous Services Canada (ISC) for the 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 and completed this Scope of Work to make safe potable water for MCFN members and SNGR Members along boundary roads shown above including Mississauga Road #127 and Second Line Road #135.

### 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.

### 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 2020 to March 2021, Emterra Environmental has collected 143.55 tonnes of garbage





### Recycling Program

April 2020 to March 2021, Emterra Environmental has collected 56.71 tonnes of recyclables and delivered to the 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.

### 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

### *Reports to Nation Wellbeing and Wellness Council*

#### **Staff:**

Director: Rachelle Ingrao

Social and Health Services Assistant: Shelda Martin

Receptionist/Secretary: Thelma (Pet) King

Administrative Clerk: Shelda Martin

Community Health Supervisor: Margaret Copeland RN

Community Health Nurse (CHN): Margaret Copeland RN

Community Health Representative (CHR): Laura-Lee Kelly

Community Health Clerk: Janice Mt. Pleasant

Pandemic Response Nurse (1-year contract): Amanda Beaudry RN

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 Respite Worker: Joyce Truckle

Early Child Development Worker: Leslie Maracle

Supervisor of Family Support and Mental Health: Yvonne Bomberly

Healthy Babies/Healthy Children: Elizabeth King

Family Support Worker: Lissa Lavallee

Family Support Worker: Angela Sault (contract)

Family Support Worker: Patricia Jamieson

Children's Mental Health Worker: Rebecca Brown (March 2020- August 2020)

School Mental Health Worker: Nicola Gladwell/Marianne McNanny

Community Support Worker/Supervisor: Shelly King

Community Wellness Worker: Hayli Sault/Angela Sault

Community Wellness Worker: Jesse Sault

Program Liaison Worker: Michelle Laforme

Ontario Works Case Worker: Lindsay Sault/ Erin Clarke (A/OW caseworker August 2020-March 2021)

Employment Support Worker: Erin Clarke

Fitness Coordinator: Zack Rose

Employment and Training: Michele King





### Community Health Unit

The World Health Organization (WHO) on March 11, 2020, had declared the novel coronavirus (COVID-19) a global pandemic. Friday March 13<sup>th</sup> MCFN had an emergency meeting to discuss the COVID-19 Pandemic and immediately developed an action plan. These meetings shifted to a working group to include Community Health Nurse, Social and Health Director, Human Resources, Public Works, COO, Council Representatives, and Ekwaamjigenang Children's Centre (ECC). The role of the Community Health Nurse was and is extensive by providing important relevant information of the COVID-19 to the MCFN Working group. These meetings would continue throughout the year and into the next fiscal year.

In response to the Pandemic and to prevent the spread of the virus MCFN closed and only essential operational services were permitted to continue. Community Health continued to provide safe essential services; water collection, baby gift cards, communicable diseases management, and was/is the primary COVID Contact Case Management for the community.

### Community Health Representative

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

- Weekly Water collection and during the COVID-19 Pandemic
- West Nile Surveillance postponed due to Pandemic- prevention information supplied through MCFN Social Media Sites
- Lyme disease awareness (2 ticks submitted for testing) and prevention information supplied through MCFN Social Media Sites
- Rabies, dog surveillance, pet wellness clinic x 1 continued during the COVID-19 Pandemic
- Raccoon/animals bag and tag x 0 reported
- Prenatal visits (all in-person programming deferred during pandemic, supported clients of HBHC program and new babies with gift diaper bags and gift cards while HBHC worker wasn't deemed essential) during pandemic
- Monthly Breast feeding support group deferred to virtual programming and support
  - ☐ Health promotion and prevention articles posted on MCFN Social Media sites including consumer alerts and tips
- Hand washing clinics deferred until Childcare Centre & LSK re-open to in-person programming, Food Handling Workshops & First Aid CPR training sessions deferred due to pandemic. FASD Events x 2 (Red Shoes Rock & Virtual Workshop Jeff Nobel) Golf Passes (Beth) Canadian Tobacco Strategy Virtual Workshops & Programming (including Anti-Smoking Yearly Calendar) x 4, Diabetes Events & Programming Virtual or Curbside Healthy Meal Kits Provided ex. Nutrition Bingos, World Diabetes Day, March Break Kits, Stone Soup Kits. Outdoor Yoga offered in month of August.





•CHR attended Reclaiming the Wellbeing Cancer Committee Meetings Virtually and Cancer Screening Coach Bus was in the MCFN Community x 2 other visits deferred due to pandemic & screening information provided on MCFN Social Media Sites.  
CHR supported COVID-19 clients in isolation, dropping off supplies via curbside or mailbox.  
CHR supported client NIHB inquiries, help & support through emailing or over the phone or dropping forms off in mailbox all during pandemic.  
CHR offered help and support at COVID-19 Vaccine clinics.

### Community Health Nurse

As has been mentioned the 2020-2021 the COVID Pandemic has impacted programming and the response has taken majority of the CHN's time and resources to prevent the spread of the COVID19 Virus.

The role of the Community Health Nurse (CHN) was and is a proactive approach to the COVID19 Pandemic throughout the year. First by promoting and recommending preventative measures to stop the spread of the virus. Encouraging the stay at home orders, keeping a supply of personal protective equipment (PPE), providing education of the Virus, and Pandemic management. Other duties related to the COVID Pandemic was and is COVID Case Management by encouraging and promoting COVID Assessment and testing, close contact management, Confirmed Case Management with frequent and daily check ins with probable/confirmed cases. Working closely with ISC CD Team and local public health. The CHN was and is available 7 days of the week from 8am-8pm to respond to positive cases, available to MCFN members with COVID19, and answer questions from leadership.

Once the COVID Vaccine was discovered and approved and the pathway of distribution the CHN worked strongly advocating at levels of government to begin allocating vaccines to the MCFN community. The CHN coordinated with local public health, EMS and local hospitals and along with MCFN leadership to bring together the first Pfizer Vaccine Clinic. In over two days March 6<sup>th</sup> & 7<sup>th</sup>, 2021 over 500 individuals, 18 years + received their 1<sup>st</sup> dose in 2 days.

With a need for additional assistance a Pandemic Nurse was hired in March to provide support to the CHN and to provide COVID Case Management and COVID Vaccine Clinic assistance.

Additional CHN duties carried out:

- Supervision of Community Health Representative, Community Health Clerk, Healthy Babies/Healthy Children Program Coordinator and the Pandemic Nurse.
- Supervised Diabetes-related programming ADI/OADS funding, World Diabetes Day, a few days of Foot Reflexology, FASD programming golfing family passes, HIV/AIDS/STBBI programming. Canadian Tobacco Strategy.





- Other communicable disease management Hep-C, STBBI, Dog Bites (rabies)
- Fall Flu Clinics and homebound Flu shots, Immunizations infant, children and the School Based Immunization program.
- Member of the MCFN Joint Health & Safety Committee.
- Attended Online Zoom Pillar II meetings
- Health consultant for MCFN Education (LSK & ECC) developed a Professional Day PPP on Epi Pens, Concussion, asthma, School Based Immunizations program, and Pediculosis (head lice)
- Other related duties other than the COVID Pandemic consulted with the MCFN Back to Work Policy, developed a PPP for staff to view before returning to work. Acquired a new vaccine fridge.

Community Health Nurse is Co-Chair of the Indigenous Health Network, member of the Indigenous Cultural Safety Committee of Brant Community Healthcare System, attended Cancer Care Reclaiming Well-being zoom meetings.

CHN is a volunteer Board Member of the Brant Community Healthcare System and member of the Brant CAMH Family Support group.

### Healthy Babies Healthy Children (HBHC)

The primary focus of the HBHC program is early intervention and education for expecting and new families. There were 5 births and 28 families accessing HBHC services in 2020/2021. This program assisted new mothers, fathers and their babies through various services offered. Note: extremely limited services due to the COVID pandemic. There were no home or office visits provided due to the ongoing COVID pandemic. Fetal Alcohol Spectrum Disorder (FASD) education offered to MCFN families who registered for the Family Golf Passes to raise awareness and prevention. In addition, the following programs are offered: Car Seat Safety – inquiries only, no in-person checks, Infant Massage (virtual sessions), Mom's Wellness Kit, Patti and the Pandemic – virtual reading, Indian Cookie Giveaway, Advance Care Planning, Gentle Yoga, Baby Sleigh giveaway, Caricature Drawings and a FASD Virtual Workshop. A virtual Breastfeeding Support Group was offered to breastfeeding Mom's and families but unfortunately, no one registered for this program. HBHC Coordinator assisted with the COVID Vaccination Clinic.

### Program Liaison

During the 2020-2021 fiscal, the Program Liaison position was vacated due to the incumbent taking a leave of absence, followed by a maternity leave. As there were no in-person services throughout the 2020-2021 fiscal, other units ensured that the regular attendees of the men's and women's groups, as well as the youth, had options for kit pickups and at-home activities that would be suitable. There has been discussion about revising the job description for this position to better suit the needs of the community. Once the worker has returned from maternity leave, this will be further discussed with changes implemented.







### Family Support Program

This program is focused on intervention and support for the clients involved in child welfare. During the 2020-2021 fiscal year, support services including Band Representative services were provided to clients. Due to the COVID-19 pandemic, court and family meetings were primarily held via zoom conference.

Continued Professional development throughout the year in the areas of; Strengthening Children's Mental Health, Food Safety, Managing your stress, Indigenous perspectives on Mental Health with Children and Youth, Bill C-92, Social Media use with Youth, F.I.T, Microsoft Software, Respect in the Workplace, Responding to Grief and Trauma, and Effective Time Management.

Supervisor and one Family Support Worker registered with the OCSWSSW.

Family Support Workers had continued bi-weekly consultations with local Society regarding Child Protection matters. Family Support Unit has been working collaboratively with two Society agencies.

There has been a range between forty to forty seven Child protection files open with the three Family Support Workers. There has been three families ongoing for family support.

### School Mental Health

The SMHW delivered the virtual mental health curriculum to all classrooms on various days of the week as selected by the teachers.

She delivered special-interest presentations when teachers identified the need for such. Some examples are: Coping with COVID, and Internet Safety.

The SMHW held a lunch time virtual half-hour event for the students, to eat and chat via ZOOM. This was scheduled each Monday, Wednesday, and Friday. This event had an informal atmosphere and gave the youth an opportunity to play games and discuss their day while they ate their lunch.

The SMHW created a course via Brightspace by D2L, called Minaagdwendmowin (Taking Care of Yourself). The course was accessible by both students and teachers. Some of the contents included: Stories and Legends, When You're Feeling Overwhelmed, Corona Virus Resources, Recipes for Wellness, and Affirmations. There were also sections accessible only by teachers which provided resources on stress relief and activities for youth to promote wellness during the pandemic.

She also had a virtual "office door", available for students to "knock" on during school hours, 5 days a week. This "door" was available on Brightspace. It represented the physical office door of the SMHW, on which the students could go to pre-COVID.







Each Monday during the school-wide assemblies, the SMHW presented “Mindful Mondays”. During these segments, she shared meditation techniques, coping skills to mitigate stress, and affirmations for all ages.

The SMHW also held two contests. The theme of the first contest was “How I am Coping with COVID”, and the second was, “What makes me Proud to be Anishanaabe”. Both contests included art, essays, and poems created by the students to promote expression of thoughts and feelings. She made regular announcements and videos posted on Brightspace to inform students and teachers of upcoming events.

### Children’s Mental Health

The Children’s Mental Health worker position became vacant in August of 2020. While the position was vacant, the worker saw clients virtually on account of the pandemic. The worker also collaborated with other units within the SHS department to prepare kits to support the overall wellness of the children and youth in the MCFN community.

### Adult Mental Health

The Adult Mental Health worker caseload varied from 5 – 10 clients.

The AMHW delivered a “Tell your stories of how you have been coping with Covid 19”, through a social media campaign in July 2020 – 10 people participated.

AMHW delivered a paint day activity in November 2020 with our Seniors through kit drop-off and 15 people participated.

AMHW delivered bead poppies to our Veterans of the community – 20 people participated

AMHW did a Christmas self-care kit giveaway to 50 community members.

AMHW delivered her first “New Beginnings Program through zoom in January 2021 and it was well received by the community – 12 people participated.

AMHW delivered her first FIT (Focused Intention Technique) Group over zoom in March 2021 and it was well received by the community, 12 people participated.

AMHW did a pouch making workshop for the community on March 25 over zoom and it was well received, 20 people participated, AMHW did a baby moccasin workshop for the community on March 30 and 31, 2021 over zoom and it was well received, 20 people participated.

### Home and Community Care Program

In 2020/21: 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, and a cook for Meals on Wheels program. The part time Respite Worker was on leave the entire year due to the ongoing pandemic. There was a total of 70 clients who received home care services with some utilizing a variety of programming. Meals on Wheels was continuously delivered throughout the pandemic, serving 40 – 50 community members each day Monday to Friday. Foot care was provided to 28 clients, in monthly clinic or in home. Assessments and re-assessments were completed by the RN, or RPN as required. These assessments required 1.0-2.0 hours per client depending on the health and care needs of the individual client. All Home and Community Care services are based on assessed need.

Social programs were not offered due to the pandemic and lack of Zoom capabilities. Each month a Craft Kit was given to 12 clients. A meal was served on the last Tuesday of each month, delivered to clients who would normally attend Monthly Socials. Shopping was offered for Christmas shopping in November and December, with 3-6 clients utilizing this service in total. List Shopping/grocery shopping was offered during the pandemic until staff were not permitted to participate in in-store shopping. Transportation was offered as safely as possible until staff were not permitted to provide transportation to clients due to the ongoing pandemic. Laundry services were provided at Social and Health most months during the pandemic as staff were not permitted in the laundromat.

The Home and Community Care program integrated with the Mental Health Unit, and Community Health Unit to deliver services to the community.

An electronic medical record called Mustimuhw Practical Solutions Inc. was implemented in February 2021.

Training for the unit consisted of (all training was through Zoom and webinars): Mental Health, Mental Health and Addictions, Foot care, Donning and Doffing, Managing Stress During COVID-19, Working from Home During COVID-19, Managing Mental Health in the Workplace, Ageless Grace, Administering Flu Shots, COVID-19 Case Management and Contact Tracing, Grief & Loss, Traditional Medicine and Diabetes, Advanced Care Planning, Falls, Breaking Free Online, Self-care, ONWAA Homemakers, COVID-19 vaccines, Wound Care, Honouring Youth, Indigenous Health Leadership Forum, Indigenous Youth and Wellbeing, Race, Medicine and Healthcare, and Managing Grief.

### 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. The After School program did not take place in





the 20-21 fiscal year due to COVID-19. The Program offered three (3) Youth Groups per week in the evenings. There were 3 registered in the high school group, 12 registered in the grades 3, 4, 5 groups, and 7 registered in the grades 6, 7, 8 groups, through a kit pick up for all the youth group members. The workers facilitate a social curriculum at Lloyd S. King Elementary School, which offered education in areas such as Winter, Spring, Fall, Summer 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 'The 4 Seasons, incorporating the Seven Grandfather Teachings. There are approximately 140 students who will participate when we are able to return to in-class. Community Support did not deliver their annual summer camp during the 2020-2021 fiscal year. For the 2020-2021 camp sessions, there were 0 camp participants over three (3), two week sessions, a few kits were handed out throughout the summer in place Summer Day Camp. A March Break Day Camp kit was given out to registered. Community Christmas Party (150 participants) a family before Christmas kit was handed out to who registered. Also a Santa Drive by was arranged. Halloween Party (75 participants) there was a Halloween drive by for participants who registered and a kit was left for each participant. Halloween house decorating contest was offered on a registration basis. There was apple picking for community members who registered. Easter consisted of a family kit pick up (150 participants), Archery practices (0 participants), Archery Tournament (0 participants), Caring Together week events a kit was picked up by each family who registered (125 participants). The Community Support Program was unable to offer the annual hockey tournament in 2020-2021 due to the pandemic. Breakfast program for the LSK registered children was facilitated via a porch drop off to 74 children from October 2021 to March 2021. The Community Support unit worked with the Early Child Development worker on COVID safe programs including Virtual bingo, Indoor physical movement kit pick-up, family day kit pick-up and stone soup kit.

### Weight Room Monitor

This department was closed due to the COVID pandemic for the 2020-2021 fiscal year. Online healthy meals and daily at-home exercise routines were posted to the MNCFN website and social media platforms in an attempt to encourage members to work on their physical wellness from home.

### Early Childhood Development Worker





2020-2021 was done with kit pickups and virtual programming and workshops due to COVID-19.

Kit pickups started in May and are listed in chronological order:

May – Mother’s Day Kits: cacti, jars, decorations, 1 kit per family

June – Father’s Day Kits: tackle boxes, candy, goldfish, lures and hand sanitizer

- Indigenous Solidarity Day Kits: white corn, ashes, salt pork, beans and instructions, 1 kit per family
- Strawberry picking partnered with EarlyON at Austin’s Farms

July – Picnic Giveaway: Adult kits which consisted of a craft and a garden ornament. Child kits which consisted of a craft, piñata and candy.

- Tie die kits: 2 – 3 colours of dye, rubber bands and shirts. For children aged 0 -12
- Canvas Painting Kits: canvases, brushes, and 3 colours of paint. For children aged 0 - 12
- COVID RECIPE Submission: Participants submitted recipes and were submitted into a draw for a \$300 gift card for Hank DeKonings

August – Playdough kits: flour, oil, cream of tartar, measuring cups and spoons, salt, cookie cutters, koolaid packs and instructions. For children aged 0 – 12

- Mini Pizza Kit: English muffin, pizza sauce, pepperoni, cheese and jello. For children aged 0 - 12
- Bouncy Ball kits: balloons and instructions. For children aged 0 – 12
- Back to school draw: Participants had to submit pictures of their children playing outside and received a ballot for a chance to win \$300 worth of gift cards (Walmart, best buy, dinner gift card, giant tiger)
- Virtual baby food making: Limited to 10 parents with children 0 – 18 months. This consisted of the dietitian (Teri) zooming with the participants that had access to internet and phone conversations or texts with those who did not. Blenders, venison, fish, squash, berries, white corn and wild rice were provided. Teri provided handouts

September – Grandparent’s Day Kits: Crock-A-Doodle kits (plaque, brush, paint and firing.

The Stay at Home Initiative Committee was to plan a Caring Together Event Day. This day consisted of Tacos vs Ice Cream providing a meal to take home and prepare. Other departments







provided take home activities or items. The committee organized the meal and the details. The committee consisted of Shelly, Katharine, Faith and myself.

October – Apple picking: pick your own 10 lb bag of apples per family at Carluke's Orchard's. A variety of apple recipes were provided.

- Hallowe'en Craft kit: provided to children 0 – 12
- House Decorating Contest: winners received gift cards, participants received \$10 Tim cards
- Pumpkin Carving Kit: each family received a pumpkin carving kit, stickers and face pieces, with enough pumpkins for each family member.

November – Cooking with kids: Healthy snack kits with recipes and ingredients (crunch mix and banana pops). Limited to 20 children aged 4 – 6 years.

- Lots of shopping for countdown to Christmas kits.

December – Countdown to Christmas Kits: Supplies were provided for 11 different activities. There was also a family photo day. Each family received a ballot for \$300 worth of gift cards for each activity they sent a picture of the completed project.

- Santa Drive By: A last minute drive by for the community was arranged on the day of the Countdown to Christmas Draw (Evan Sault was Santa)
- Assisted with delivery of OW Christmas Baskets and Before Christmas Dinner Kits
- Also partnered with Shelly and prepared Advent Calendars for all staff members of Social and Health and handed out December 1<sup>st</sup>.

January – Indoor Physical Activity Kit: Flyswatters, balloons, alphabet exercise cards, hand/feet game, dice, pong cup game, sticky notes, hula hoops, wiggle jars, bean bags, instructions and ideas were handed out to children 0 – 12

- Stone Soup Literacy Kits: Felt story, stewing beef, cabbage, carrots, mushrooms, broth, celery, onions and directions. Partnered with Community Health and EarlyON

February – Virtual Nutrition Bingo: 4 sessions, partnered with Community Health, prizes were grocery gift cards.

- Family Day Kits: Scavenger/Treasure Hunt, index cards, gift bag, canvas, paint and brushes were handed out to create a family treasure.

March – March Break Kit: A variety of activities were included for each day with small snacks. Participants submitted pictures of complete tasks and received a ballot for a chance of 3 prizes







(swimming pool, basketball net or firepit). Community Health provided a meal to prepare for the first day (Spaghetti Squash, turkey meatballs and ceasar salad)

Most events were planned and delivered with the assistance of Community Support. A fair amount of time was spent shopping in-store at first than online for these events.

#### Training Completed:

October 22	Respect in Workplace
November 14	Kids Have Stress Too
November 20 - 22	Children's Mental Health Conference
January 26 – 28	Tools for Life
February 10 & 11	Tech Training
March	Clan Teachings (2 Sessions)
March	Our Journey (6 Sessions)
March	IDHC Training (3 Sessions)
March 25	Ribbon Skirt Teachings
March 26	MIS
March 30	FASD

#### Ontario Works

For the 2020-2021 fiscal year, the following social assistance was administered: In total \$279,789.29 was issued with \$215,875.85 provided to on-reserve Members, \$38,650.46 provided to Non MCFN Members, and \$8,469.64 provided to Non-Status Benefit Units. The average caseload for 2020-2021 was 29.83 cases per month. Applications for Transitional Support Funding served 11 individuals. A total of \$18,600 in Transitional Support Funding was provided to MCFN members in need who met eligibility criteria for this fund. The Ontario Works program continued to administer the Employment component under Ontario Works regulations. The Ontario Works Case Worker and the Employment Support Worker continue to follow the program guidelines and internal business procedures to ensure the Ontario Works Program is being delivered consistently.

#### Overall Social and Health Services Department

During the 2020-2021 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. Social and Health Services also received additional funding to manage the COVID-19 pandemic, which affected the delivery of services for the entirety of the fiscal year. Social and Health moved to a primarily virtual model of service delivery (with the exception of essential services), which was not without some barriers due to limited internet connectivity within the MCFN community. The SHS staff were adaptable and creative with respect to delivering programming that fell within the COVID-19 restrictions, and met community need. Many programs had to be modified/canceled, however, there was a tremendous uptake for various curbside pickup initiatives, which brought many off-territory members back to their community. Monthly supervisor meetings continued virtually, and unit supervisors met regularly with their staff via zoom. The Breakfast Program continued throughout the lockdown, with breakfast being delivered to the homes of registered families on Sundays for the week. March Break programming was undertaken via kit pickups and an online contest. All Social and Health Services staff received professional development training relevant to their roles at the agency.





## **SUSTAINABLE ECONOMIC DEVELOPMENT**

Pillar Lead: Bill LaForme

Staff:

Director of Sustainable Economic Development – November 2019 – May 2020 - Brittney Sault

A/Director of Sustainable Economic Development - June 2020 – Current – Aimee Sault

Sustainable Economic Development Assistant: Aimee Sault

### New Credit Variety & Gas Bar:

Working Manager NCVGB – Andrea M. Sault

Senior Cashier – Brenda Woods

Cashier – Wanda Paul

Cashier – Kayla Norton

Cashier – Briana Herron (maternity leave)

Gas Attendant – Nathan Martin

Gas Attendant – Alexander Sault

Gas Attendant – Aaron Wobbs

Gas Attendant – Shaedyn Brant

Gas Attendant – Colby Martin

Gas Attendant – Eric Martin

Gas Attendant – Kayla Norton

### Programs and/or Services Offered:

- 1) Managing Community Properties such as leasing and maintenance of the New Credit 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 (DOCA) 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 Development
  - 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 grants program with funding provided by Chief and Council on a fiscal basis.
- 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)

Leasing of Commercial Plaza – all newly proposed tenants are approved by the Sustainable Economic Development Department.

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

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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 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.

October 5, 2021



Chief Financial  
Officer



## Independent Auditor's Report

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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, 2021, and the consolidated statements of operations, accumulated surplus, changes in net financial assets and cash flows 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, 2021, 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.

- 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

October 5, 2021

*MNP LLP*


Chartered Professional Accountants

Licensed Public Accountants

**Mississaugas of the Credit  
First Nation**  
**Consolidated Statement of Financial Position**  
*As at March 31, 2021*

	2021	2020
<b>Financial assets</b>		
Cash and cash equivalents	18,375,063	18,065,503
Restricted cash (Note 3)	13,249,328	10,681,938
Accounts receivable (Note 4)	1,259,281	1,137,500
Inventory held for resale (Note 5)	534,861	307,941
Portfolio investments (Note 6)	15,134,404	17,194,286
Due from First Nation members (Note 7)	4,490,185	4,400,800
Due from Community Trust Land Claim fund (Note 8)	3,547,567	3,521,505
Investment in government business enterprises (Note 9)	2,814,529	580,984
Ottawa trust fund (Note 10)	324,055	317,969
Loans receivable (Note 11)	624,000	640,499
<b>Total of financial assets</b>	<b>60,353,273</b>	<b>56,848,925</b>
<b>Financial liabilities</b>		
Accounts payable and accrued liabilities (Note 12)	2,869,285	4,039,364
Deferred revenue (Note 13)	8,092,815	5,812,850
Toronto Purchase Trust funds payable (Note 14)	7,319,788	8,466,624
Long-term debt (Note 15)	775,449	830,076
<b>Total of financial liabilities</b>	<b>19,057,337</b>	<b>19,148,914</b>
<b>Net financial assets</b>	<b>41,295,936</b>	<b>37,700,011</b>
<b>Contingencies (Note 16)</b>		
<b>Non-financial assets</b>		
Tangible capital assets (Note 17) (Schedule 1)	25,548,096	23,210,216
Prepaid expenditures	85,179	25,770
<b>Total non-financial assets</b>	<b>25,633,275</b>	<b>23,235,986</b>
<b>Accumulated surplus (Note 18)</b>	<b>66,929,211</b>	<b>60,935,997</b>

Approved on behalf of the First Nation



Chief



Councillor

**Mississaugas of the Credit  
First Nation**

**Consolidated Statement of Operations and Accumulated Surplus**  
For the year ended March 31, 2021

	<i>Schedules</i>	<b>2021 Budget (Note 20)</b>	<b>2021</b>	<b>2020</b>
<b>Revenue</b>				
Indigenous Services Canada (Note 24)		8,443,237	12,819,868	15,229,127
Health Canada (Note 24)		1,505,141	1,810,294	1,312,901
Health Canada - Jordan's Principle (Note 24)		-	109,528	73,770
Canada Mortgage and Housing Corporation (Note 24)		46,703	37,061	45,218
Aboriginal Labour Force Development Circle		480,855	279,570	411,080
Ministry of Children, Community and Social Services (Note 24)		1,459,895	1,275,447	1,287,529
Ministry of Education (Note 24)		907,543	1,008,642	937,202
Ministry of Health and Long-term Care (Note 24)		353,494	463,450	399,924
Ministry of Transportation (Note 24)		-	68,863	72,900
Ontario First Nation Limited Partnership revenue		-	1,321,231	1,352,410
Toronto Purchase Trust revenue		-	11,590,680	6,681,893
Community Trust Land Claim Fund revenue		344,700	554,458	1,604,635
Sales from business enterprises		-	5,360,993	13,541,622
Income from portfolio investments		-	378,650	412,643
Gain (loss) on investment in government business enterprise - (8392692 Canada Inc.) (Note 9)		-	(33,782)	263,814
Decrease in investment in government business enterprise - (MCBC) (Note 9)		-	(522,349)	(741,620)
Other income		6,339,164	7,174,339	6,594,874
Repayment of funding		-	(48,198)	(528,821)
Deferred revenue - prior year		5,812,850	5,812,850	3,157,957
Deferred revenue - current year		-	(8,092,815)	(5,812,850)
		<b>25,693,582</b>	<b>41,368,780</b>	<b>46,296,208</b>
<b>Program expenditures (Schedule 2)</b>				
Council administration	4	4,404,863	12,343,568	10,962,200
Public works and housing	5	17,934,206	2,790,722	2,458,918
Economic development	6	846,829	625,268	560,454
Health and social services	7	3,794,110	3,232,933	3,366,139
Education	8	8,335,976	5,013,216	4,530,662
Land, membership and research	9	752,876	385,156	365,875
Childcare	10	2,620,787	2,120,792	1,903,101
Employment and training	11	-	149,012	316,399
Consultation and accommodation	12	2,021,850	2,113,921	2,716,587
Business enterprises	13	-	5,163,363	12,371,248
Amortization of tangible capital assets	14	-	1,437,615	1,393,141
		<b>40,711,497</b>	<b>35,375,566</b>	<b>40,944,724</b>
<b>Surplus (deficit)</b>		<b>(15,017,915)</b>	<b>5,993,214</b>	<b>5,351,484</b>
<b>Accumulated surplus, beginning of year</b>		<b>60,935,997</b>	<b>60,935,997</b>	<b>55,584,513</b>
<b>Accumulated surplus, end of year</b>		<b>45,918,082</b>	<b>66,929,211</b>	<b>60,935,997</b>

The accompanying notes are an integral part of these financial statements

**Mississaugas of the Credit  
First Nation**  
**Consolidated Statement of Change in Net Financial Assets**  
*For the year ended March 31, 2021*

	<b>2021 Budget (Note 20)</b>	<b>2021</b>	<b>2020</b>
<b>Annual surplus</b>	(15,017,915)	5,993,214	5,351,484
Purchases of tangible capital assets	-	(3,775,495)	(4,249,739)
Amortization of tangible capital assets	-	1,437,615	1,393,141
Change in prepaid expenditures	-	(59,409)	35,490
<b>Increase in net financial assets</b>	(15,017,915)	3,595,925	2,530,376
<b>Net financial assets, beginning of year</b>	37,700,011	37,700,011	35,169,635
<b>Net financial assets, end of year</b>	22,682,096	41,295,936	37,700,011

*The accompanying notes are an integral part of these financial statements*