



2016-2017 Annual Report

Mississaugas of the New Credit First Nation

2016/2017 ANNUAL REPORT

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MESSAGE FROM CHIEF R. STACEY LAFORME

Aanii

As Chief of the Mississaugas of the Credit First Nation, I am excited to present to our Nation the 2016 – 2017 annual report, which highlights all the happenings in each department over the past year and displays the work of Chief and Council.

We have dedicated a lot of time raising awareness throughout our Treaty lands, raising our flag, dedicating permanent monuments, and signing MOU's with universities and unions, developing lasting relationships and partnerships with many universities and colleges, and developing relationships with the many nations that call Canada home. The day will come when we will tell Canada or Ontario no, based upon our Inherent or Treaty Right and when that day comes the Mississaugas will not stand-alone.

We are working diligently and taking all necessary steps to protect our Treaty Rights and our Land Claims. We have a table with the Federal Government to ensure that a process exists to protect our interest before decisions within our Treaty Lands are undertaken. We continue to have meetings with all levels of government to ensure that we will have support and be involved within activities occurring within our Treaty Lands.

We have negotiated an agreement about the Special Education Human Rights complaint against Canada. The work is ongoing and we have many recommendations for both Ontario and Canada. Canada has doubled the amount of funds for Special education and amended their policy so that First Nations can keep Special Education dollars that have not been expended in the current fiscal.

The Mississaugas of the Credit with Membership input has amended the transfer policy. We are continuing to work on an election code for our Nation and are confident that it will be ready for a vote in the New Year.

We continue to seek funding to complete the water line. We have met with INAC to give them a thorough list of all the infrastructure projects that are needed in this First Nation. We have been successful in getting a commitment to expand the Lloyd S. King School next stage of funding as soon as this First Nation completes the initial submission. We continue to work on the Rouge Land Claim, we have filed a water claim to all the waters within our Treaty areas and we will be filing more claims in the New Year.

We continue to move away from administrative issues, so that Chief and Council can focus on government and proponent negotiations. We have developed a monthly Treaty and Aboriginal Rights Committee.

We have participated as the First Nation host in Little NHL, NAIG, and the Invictus games.

We have embarked on a strategic plan that will assist us for generations to come. We will chart a new path with your involvement and support and we will take our rightful place within Ontario and Canada.

It is an honor to serve the Membership and I am confident that we are heading in a direction that will see us successful for many generations to come.

Chi-miigwech



Councillor Reports

Erma Ferrell

As a member of the Mississaugas of the New Credit Elected Council (December 2015 – December 2017), I was appointed as Co-Chair of Finance. I diligently ask questions on our monthly and annual financial statements, and on alternate months I chair the Executive Finance meetings.

During the time period April 01, 2016 – March 31 2017, I was only absent from the Monday Chief and Council meetings once.

Meetings attended outside of our First Nation:

- The 10th annual Grand River Leadership Prayer breakfast, hosted by former Mayor Marie Trainer and her GRLP committee.
- Mississauga Gathering - (meeting with all six Mississaugas First Nations); @ Hiawatha, @ Curve Lake @ Toronto. Participated in the Grand Entry at both the Hiawatha and Curve Lake First Nation's Pow Wow.
- Aboriginal Consultation and Engagement East Conference; supporting our Band Member A. Mark LaForme, who was scheduled as a panel participant on the topic "The Wants and Needs of Modern Aboriginal Communities – Building Consensus." The two-day conference also included topics such as Dispute Resolution, a presentation on the United Nations Declaration of the Rights of Indigenous Peoples, and an afternoon workshop on Cultural Intelligence (May 2016).
- The 3rd Annual Indigenous Trust and Investment Conference June 2016 - in Toronto.
- The official opening of the Peace Garden in Toronto, 2016. This was a project working with members of the Dundas Roncesvalles Peace Garden committee in Toronto. The origin of Dundas Street as a path many of our Ancestors walked, was recognized by the DRPG committee and members from our First Nation were invited to participate in the planning (my participation was from 2011 - 2015).
- The Chief's conference in June 2016 - Thunder Bay - main topic Hydro One shares.
- The three-day Assembly of First Nations Gathering (July 2016 - Niagara Falls).
- The Independent Police oversight committee review (November 2016 - London).
- The INAC financial information session (November 2016 - Brantford).
- The Special Chiefs Assembly, "Days in the Legislature" (November 2016 -Toronto).
- Met with the Woodland Cultural Centre Board to discuss the renewal of the Mississaugas of the New Credit First Nation. Renewing their membership (May 2016) was unsuccessful.
- Attended the Southern Regional Treaty Forum (February 2017 - Hamilton).
- Completed the Leadership Training sessions re: Strategic Planning at the Rotman School of Business (March 2017).
- Participated in the Gathering to remember our Missing and Murdered Indigenous Women (February 2017).
- Attended the quarterly meetings for the Native Horizons Treatment Centre Board.
- Local Events.
- Supported local events when available in the community; ie Lloyd S. King Christmas Concert and Graduation, our annual Pow Wow, our Traditional Gathering, Caring & Sharing, our Veterans Memorial, etc.
- Participated when available on the Negotiations Committee, in person or via email/telephone.
- Life Long Learning.
- I am a strong advocate for "Life Long Learning." This August I completed my 10th and final course in the "Leadership Certificate Program" at Mohawk College.

What do I learn by attending meetings outside of our community?

- I attend meetings outside of our community to participate and learn what areas of our funding and what political decisions are affecting our First Nation.



Councillor Reports

Casey Jonathan

Aanii!

As the lead Councillor for the Inclusive Prosperity, Economic Growth and Job Creation Pillar, I have been working closely with the Department of Sustainable Economic Development. Our ambition in the area of economic development is driven by our desire to provide a better future for our membership - culturally, socially and economically. Our membership and organization are continually growing and the key to long-term sustainability, and economic self-sufficiency, is active participation in the economy.

We have started creating a set of focused strategies that would see the progression of MNCFN business, innovation and entrepreneurship. These strategies will not only benefit the organization but our membership as a whole. We were successful in our INAC funding application and are currently developing our wealth creation strategy, which will be completed in June 2017. In addition, we have been taking the necessary steps to launch the Mississaugas of the Credit Business Corporation.

We continue to raise awareness of MNCFN in the business community and are working diligently to educate organizations about our Treaty Lands and Traditional Territory. We have been seeing a shift in how First Nations approach business, including our own. We have evolved from simply being informed about projects happening in our Territory to active collaboration and partnership.

Exciting things happen when we all work together. We have had some of our friends and supporters come forward wanting to provide assistance with our strategic plan and even offer to collaborate on some of the key priorities, including the creation of an Indigenous Business District and Indigenous Business Incubator.

I am looking forward to the year ahead! We anticipate dynamic engagement and collaboration with our membership, partners, and stakeholders on the exciting projects ahead of us.

Miigwetch,

Councillor Casey Jonathan



Councillor Reports

Cathie Jamieson

- *Co-Chair to Education and Social Health Services*
- *Chair of MNCFN Employment & Training Board*
- *MNCFN Negotiations Team*
- *Ganawenjigijik Niibi Bemaadiziwin – Water Committee*
- *Councillor rep for Pillar 3 of MNCFN Strategic Plan: Environment & Sustainability, Stewards of our air, land, water, and natural resources*
- *Aboriginal Development Circle – Board member*
- *West Haldimand General Hospital – Patient & Family Advisory Council*

During the 2016 -2017 Annual Report, Council has been able to take root into the portfolios and appointed committees serving to create multiple networks of outreach that will benefit the shared continual growth of Mississauga of the New Credit First Nation.

Social and Health included a win for Cindy Blackstock challenging the Canadian Human Rights Act of discrimination against First Nation children. This has triggered a social change of justice and restoring changes that impact First Nations Families and cases of child care. This is placed within a larger context into the health of our communities, state of inclusivity for all members to have point of access to health care treatment; themes of mental health, drug and alcohol prevention, diabetes, cancer, etc. The current systems of data collection for First Nations aim to influence the growth of funding for communities. Education echoes the historical contributions MNCFN and other nations have in relation to their treaty lands and territory. Collective efforts aim to challenge the funding of Special Education dollars - to have inclusivity and fairness. MNCFN was successful in a singular case and is advancing to larger political organizations to engage with many nations in a Special Education challenge.

The Ganawenjigijik Niibi Bemaadiziwin - Water Committee is specifically looking at the inextinguishable rights to title of Water and lakebeds within the treaty lands and territory of the MNCFN. Engagement session are underway to the membership as to what water means to MNCFN and how will this advance the Title to Water Claim.

My Pillar (Pillar 3 - Environment and Sustainability) looks at air, land, water and our natural resources. Climate Change was reviewed at the COP 21 & 22 and these are indicators of national commitments, where these nations agree to implement green energy plans. Pillar 3 will ask how MNCFN can be a local driving mechanism of change for environmental sustainability and climate change.

I've also worked on negotiations with proponents on MNCFN rights and authority to assert jurisdiction within the lands, waters and resources on treaty lands and territory.

Cathie Jamieson

Councillor Reports

Veronica King-Jamieson

Aaniin Nanaboozhoo, Veronica King-Jamieson, B.Ed. **ndizhnikas Mukwa dodem niinda'aw Enh.** It is an honour and with pride to share that I've accepted the roles and responsibilities to:

- Chair the MNCFN Executive Finance Council meetings
- Pillar 4 Councillor Lead on the Education and awareness per "Council strategic plan"
 - I. MNCFN Education Authority
 - II. First Nations education curriculum
- Ad Hoc MNCFN Major Events Committee (Events on our Treaty Land and Territory such as 150th events including planning for future events NAIG July 2017 and INVICTUS September 2017)
- External appointments: Brantford Family and Child Services Board / Youth

More involved during the fiscal year 2016/2017 and up to the recently approved "Council Strategic Plan-Pillar 4 Education & Awareness" in developing terms of reference for (one of 7 pillars) important implementation towards valuing our history, language, culture, beliefs and traditions. MNCFN Chief and Council will seek membership input on the proposed detailed mandate and objectives of the "Council Strategic Plan" for accountability and measures of success, strategies to overcome change and implementation resistance, and provisions to avoid conflict of interest.

Today is more critical in listening and collaborating with our membership about concerns/problems that must be addressed and to propose solutions/options going forward together, as from time to time each pillars will negotiate terms and conditions for opportunities to benefit identified needs. I want to say "Chi Miigwetch" to membership that has participated in meetings, surveys and discussions on the Council Strategic Plan; but if you haven't, please get involved and take the time to read over the "Council Strategic Plan". Your input is most valued and important.

I attended over 250 networking meetings, conferences, workshops, lectures, training, gatherings, webinar sessions, teleconferences, kitchen table discussions with Veterans, Elders, youth, membership and other First Nations and organizations on the following topics: political issues, concerns, rights dialogue with Mississauga Nationhood, Chiefs of Ontario, Assembly First Nations, etc.

Other areas I've worked on include: the Truth and Reconciliation Commission (TRC) and 94 Call to Action items; Indigenous People Court – Justice Restorative Circles; and the MNCFN Council Strategic Plan; education; culture; social and health; sports and recreation; election code and conduct; membership, lands and research; residence and matrimonial real property; human resources; employment and training; economic development and wealth creation and business charter; housing; public works and infrastructure; youth; suicide and mental health; treaties and land; duty of consultation and accommodation; trusts; residential schools and the 60s scoop; and missing and murdered aboriginal women. In conclusion, there is so much more to learn and do, and I've appreciated the time spent with each and every one that has passed my path for those reasons above where opportunities have presented themselves to better our First Nation in a positive way and to heighten the education awareness of who we are, our history, our culture, and our stories about Mississaugas of the Credit. **Chi Miigwetch Baamaapi**



Councillor Reports

Stephi L. LaForme

Aanii/Hello:

It has been a whirlwind of activity/learning since being elected in October 2016 in the by-election. I had to jump right in and get up to speed with my portfolio, "Infrastructure and Economic Development". I have attended all meetings expected of me. I also attended various conferences, workshops, various training sessions, and community gatherings to date.

As a volunteer on various community committees, I have been busy with the Culture Committee organizing various community events and outside events representing our community.

As Chief and Council are moving towards "the strategic plan" - Pillar 6 - *Infrastructure and Community Development* - is my Pillar.

Priority actions are:

- "Smart Community": role model for information communications and technology (ICT) in the delivery of programs/services for MNCFN membership.
- Develop life cycle Infrastructure Plan - "waterline, wastewater system and lagoon system completion/expansion, future housing construction, sidewalks."
- Master planning exercise for the following areas (Green Willow property, industrial park, Townline Estates, Eagle Lane subdivision.
- The ability to submit "quick win proposals for federal infrastructure funding – more housing".

Chief and Council have had a very busy term and have made a lot of progress building positive relationships by educating the federal/provincial Governments, and general public of the MNCFN history and traditional territory and treaty lands. Remember that Chief and Council needs you and our future generations to get involved and help keep moving MNCFN progressing into the future and to become self-sustaining people. Thank you to Chief and Council, and MNCFN staff for your support to this Council Newbie and answering my many questions. I greatly appreciate it.

Thank you.

Councillor Reports

Evan Sault

Aanii,

It's been a great year for MNCFN and I've been honoured and grateful to represent our members at the Council table. As chair of Education and Social and Health Services Council, I've been happy to see our Special High Needs Case settled, the great progress on the revitalized LSK Education Authority, and continuing community engagement on the proposed LSK Elementary expansion.

Due to the hard work of our staff and increased funding, SHS programs and services to our community are better than ever. It's been great to see so many people come out to community events such as Caring Together Week. I enjoy participating in many of these events as a volunteer or emcee and hope to see even more people out over the next year. Miigwetch to all MNCFN staff for their hard work and commitment this year!

As chair of the Major Events Committee, I've been very involved in the upcoming Invictus Games, North American Indigenous Games and CNE. These are just some of the events that will increase awareness and economic opportunity for MNCFN.

As we look ahead to the 2017/18 fiscal, I am also optimistic about the strategic plan that we are currently developing and the opportunities ahead through Mississauga Nationhood.

Please continue to engage with Council at the monthly gatherings or speak with members anytime you have questions or concerns.

Miigwetch,
Councillor Evan Sault



Councillor Reports

Margaret Sault

Reflection is always a good thing to see the progress on the year's activities. It has been a very fast-paced journey to say the least. Council has been very active at the First Nation level and off the First Nation.

Some of the highlights have been:

- In October 2016 the Mississauga Nation Accord was signed. The Nations have met several times to discuss areas of interest and ones that may be of mutual benefit as a whole, instead of individual First Nations.
- The Community Meetings began in January 2016 and have continued to take place on a monthly basis. They are a great tool to interact with the Membership.
- As a member of the Economic Developing Working Group, I travelled with the other members to British Columbia to visit First Nations that have Economic Development Corporations to see how they work. It was very informative to see the potential opportunities for New Credit. The most important thing to me was the need for a Development Corporation, so that we can do business in order to bring revenue into the First Nation. The good news is that work is being done to bring the Corporation into a reality.
- In July, MNCFN Council was asked to participate in the Indigenous People's Court planning session in Cayuga. We met on a monthly basis to plan for the opening of a court in October. That is a positive step in the right direction for the justice system and for our people.
- I represented New Credit on the Patient and Family Advisory Board at the West Haldimand General Hospital. Their mandate is to better improve patient and family services to make it more comfortable and welcoming to the communities they service.
- Early in February 2016, Council saw the need to develop a strategic plan in order to see where we wanted to be in the near future and beyond. In July, Council began working on the Strategic Plan with the assistance of a facilitator.
- The Creation Story teaching was held at the Community Centre in November 2016 for two days. It was very well received and it is something that should be held again along with other traditional teachings.
- The Historical Gathering held February 15-17, 2017 is always a highlight and this one was partnered with the Grand River Historical Society.



Administration

Executive Finance Council

Chair: Erma Ferrell & Veronica King-Jamieson

Staff:

Executive Director: Cynthia Jamieson

Director Finance: Lilia Moos

Accounts Payable: Kelly Greene

Accounts Receivable: Shirley Watson

Payroll/Finance Officer: Cindy Skye

Office Clerk: Nicole LaForme-Hess

Human Resources Manager: Kerri King

Records Manager: Jenny Henry

Receptionist: Carolyn Brant

Council Recorder: Charlotte Smith

Activities:

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

- Coordinated and participated in the process of reviewing established policies as required, such as revisions to the Employment Policy
- Processed benefit (health) claims as required
- Ensured Human Resources practices were in place as required by various departments throughout the hiring process. Vacancies were created due to resignations, maternity leave, and sick leave
- Preparation of weekly Council meeting packages and follow up with minutes, motions and directions
- Compiled annual budgets and work plans for Council review and approval
- Took the lead in a 'Strategic Plan Request for Proposals' process for Council review and selection
- Developed a Terms of Reference for a Consultant's Report on the inclusion of the NCG&V in MNCFN centralized finance
- Health and Safety meetings and follow up
- Planning and participation in Council/Admin. Night of Caring Together Week
- Impact analysis and recommendations to Council regarding Federal/Provincial initiatives
- Employee Christmas Fund
- The 'Additions to Reserve (ATR)' submission to Aboriginal Affairs and Northern Development Canada (AANDC) involving 42.8 acres (formerly the Kuiper property) follow-up with regards to the latest issues raised by AANDC which include:
 - I. Letters from Ministries became stale-dated (after 2 years) therefore an extensive letter was once more sent in May 2016 to the Provincial Ministry of Indigenous Relations and Reconciliation outlining the over one decade long process MNCFN has been involved in and the lengths the First Nation has gone to comply with the ATR requirements. The letter concluded with the request for letters of response (from the various Ministries) indicating "no objection" to the ATR.



II. A letter was also sent to Haldimand Mayor Ken Hewitt regarding the lack of response to the MNCFN Council letter of June 2011.

- Toronto Purchase Settlement and Trust Agreements: hold community meetings as per the Trust requirement (i.e. 3 to 4 annually regarding funds received, receive input regarding planned expenditures, and funds expended)

Human Resources Manager:

The Human Resource Manager became part of the staff complement in January of 2015 following the results of the Organizational Review. The primary purpose of the Human Resource Manager is to assist in the administration of effective, efficient and responsible human resource plans and procedures of the MNCFN by ensuring the plans and procedures are consistent with the vision, mission, management philosophy, standards and organizational and program policies established by the MNCFN Council.

In addition, the HRM has the responsibility of ensuring the recommendations of the Organizational Review of 2015 are implemented if deemed in the best interest of the organization. During the fiscal year 2016/17, a number of areas were worked on, including:

- Continual review and updating of MNCFN job descriptions
- Ongoing monitoring to ensure staff performance appraisals are completed as per policy
- Creation of a permanent Strategic Advisor position for the Department of Consultation and Accommodation (later changed to an Environmental and Regulatory Advisor)
- Creation of a permanent Music Instructor position for the Education Department/LSK Elementary School
- Creation of five permanent custodial positions within the Public Works Department
- Organizational training in Mental Health Awareness
- Organizational training in Safe Food Handling
- Staff training in Excel
- Workplace Health and Safety Training for the committee members and health and safety reps
- Review and grading of a number of positions within the organization

Finance:

MNCFN operates under a centralized finance system where in summary the unit undertakes accounts payable, accounts receivable, payroll and provides monthly financial statements. As part of this responsibility, the Director of Finance took the lead in the 'Request for Proposals' process that led to Council's appointment of the new external auditors, MNP (Meyers Norris Penny) LLP, who undertook the 2016/2017 Audit.

The financial services provided include:

- Monthly financial reporting to Council and departments
- Assist departments with budget completion and variances follow up
- Ongoing Electronic Funds Transfer for Post-Secondary students living allowances requests, wellness payments and welfare bank to bank automated transfers
- 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 received and distributed accordingly and expended in a timely manner in accordance with arrangements and GAPP
- Assist departments in meeting their reporting requirements, deferred revenues and address variances
- Ensure the Yearly Audit of the MNCFN operation is complete and submitted by deadline and working with auditors to ensure MNCFN 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 payouts for Wellness and Estate policies disbursements and audit reporting requirements
- Providing general assistance related to Finance to the various departments as required:
 1. *Economic Development*
 - I. Winger repayment monitoring
 - II. NC Gas and Variety, prepare monthly financial reporting, monitoring & audit readiness
 - III. Worked with Ec-Dev, NCG&V Manager and Consultant on a Report to Council regarding the inclusion of NCG&V in MNCFN's centralized finance as of April 1, 2017
 2. *Public Works and Housing*
 - I. On-Reserve Housing program policies and CMHC financial reporting for all projects under section 95
 - II. Secure and analyze quotes from banking institution for on-reserve banking program
 3. *Social and Health Services*
 - I. TPAR & AAR reporting: program reporting and reconciliation
 4. *Childcare*
 - I. AAR reporting: program reporting and reconciliation

Note:

2016-2017 Audit Summary is attached as Appendix A (the full 2016-2017 MNCFN Council Audit is available for review by MNCNF Band members at the AGIMAW GAWIG [new council house] and at www.mncfn.ca).



Department of Consultation and Accommodation

Infrastructure and Development Council

Co-Chair: Councillor Casey Jonathan

Co-Chair: Councillor Stephi LaForme

Staff:

Mark LaForme, Director

Dale Sault, Office Manager

Fawn Sault, Consultation Manager

Megan DeVries, Archaeological Coordinator

Annette Hottinger, Administrative Support

Darin Wybenga, Traditional Knowledge and Land Use Coordinator

Kathleen Ryan, Environmental and Regulatory Advisor (6 months)

Core Field Liaison Representatives - (Archaeological & Environmental):

Logan Martin-King

Alison LaForme

Chris Tobicoe

Gilbert LaForme

Grant LaForme

Jamie LaForme

Joe Gouthro

Leah Sault

Lisa Sault

PJ LaForme

S. Mike Maracle

Sandra Sault

These 12 named Field Liaison Representatives (FLRs) above have been with the MNCFN “Monitoring Program” since MNCFN began archaeological monitoring in 2012. These FLRs are the core group of FLRs for MNCFN-DOCA. The above named FLRs are certified in Archaeological Monitoring, Environmental Monitoring and Traditional Medicine identification. When necessary, additional FLRs are brought on under a contract for Archaeological Monitoring only, and only as needed. Additional FLRs brought on under contract are not considered as part of the core group of FLRs. As well, because they do not have Environmental Monitor Training, these contract FLRs cannot participate in Environmental Monitoring.

It was necessary to hire an additional 12 FLRs for the 2016 archaeological season. All FLRs worked until December 2016.

Office opening:

The Department of Consultation and Accommodation (DOCA), was established to proactively address the Crown’s (Federal and Provincial Government) “Duty to Consult”. This is in response to the Supreme Court of Canada decision relating to the Crown’s “Duty to Consult” aboriginal communities regarding proposed land development when their



treaty and traditional lands are impacted. DOCA is positioned to initiate and respond to projects involving proponents (developers), in land use development within the Mississaugas of the New Credit First Nation traditional territory.

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

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

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

In 2016, the DOCA Consultation Manager received and reviewed 1,534 notifications of projects in the MNCFN Traditional Treaty Territory.

In 2016, DOCA was engaged in archaeological monitoring on 65 separate and distinct projects within the MNCFN Traditional Treaty Territory.

In November 2016, DOCA was directed to draft and submit a workplan and budget for \$75,000 to hire a proposal writer to draft a workplan and budget for an Anishinaabe Gathering. INAC approved the \$75,000, a proposal writer was hired, and the Anishinaabe Gathering proposal was drafted and submitted to INAC in December 2016.

In November 2016, DOCA was directed to draft and submit a three-year workplan and budget for submission to Indigenous and Northern Affairs Canada (INAC) for participation in the "Exploratory Discussions on Governance". This workplan and budget was drafted and submitted to INAC in December 2016. Because MNCFN is in the final year of a multi-year funding agreement, INAC could only provide for one year of the Exploratory Discussions submission. In February 2017, INAC confirmed by way of a funding letter, to provide \$350,000 for MNCFN participation in the Exploratory Discussions on Governance.

FLR Training:

Archaeological Monitoring in the field began in late April 2016. In 2016, the FLRs received training in identification of Traditional Medicines and Human Remains (bones) handling.



Major Proponent Engagement:

- Empire Homes
- Mattamy Homes
- Nestle Waters
- Enbridge Gas Distribution
- Union Gas
- TransNorthern Pipelines
- Niagara Region Wind
- CN Rail
- City of Hamilton
- Ontario Power Generation

Beyond dealing with major proponents, DOCA also deals with a number of smaller proponents on smaller projects. Examples include: oil and gas pipeline replacements; oil and gas pipeline integrity digs; the Pickering Nuclear Generating Station License Renewal; the Intermodal Logistics Hub; and housing developments. Beyond archaeological monitoring, DOCA was engaged in Environmental Monitoring for six different environmental assessments.

Overview of Finances:

DOCA has been a self-sustaining department since the first year of its operations. As such, DOCA receives no funding from Chief and Council. For DOCA's engagement in Environmental and Archaeological Monitoring services, DOCA invoiced proponents in excess of \$2.2 million in the 2016/17 fiscal year. DOCA received about \$110,000 in PFP funding for various projects, including: the CN Rail Milton Logistics Hub, the Canadian Environmental Assessment Agency Environmental Review process, and the Fisheries Act review. The New Relationship Fund assisted DOCA with \$90,000 for the fiscal year and will continue to do so until 2018. The amount covers the Director's wages and assists with a variety of expenses as covered in the NRF budget. Approximately \$250,000 was invoiced to proponents, which covered a variety of community activities/events throughout the fiscal year.



Education Department

Education and Social Services Council

LSK Education Authority

In October 2015, the Education Authority was dissolved. Later that month the Director of Media and Communications was tasked with forming an LSK Education Authority Reorganization Committee. Throughout most of 2016 and into 2017 the Reorganization Committee has met to review the recommendations of the comprehensive evaluation and develop new Terms of Reference.

Indigenous and Northern Affairs Canada (INAC) Reporting

Yearly INAC reporting deadlines were met by the Director of Education (i.e.: nominal roll for elementary, secondary, special education and post-secondary programs, as well as non-core funded programs such as New Paths for Education).

Nominal Roll Reporting – Elementary and Secondary

LSK Elementary School – Enrollment 135 FTE:

Kindergarten - 13

Grade 1 - 7

Grade 2 - 16

Grade 3 - 25

Grade 4 - 13

Grade 5 - 14

Grade 6 - 13

Grade 7 - 16

Grade 8 - 18

Total Elementary - 135

Secondary School Enrollment - Enrollment 48 FTE:

Waterford District High School Enrollment - 2 FTE High Cost Special Education Students

Hagersville Secondary School - 42

Assumption College School - 5

Brantford Collegiate and Vocational Institute - 1

Pauline Johnson School - 1

Total Secondary - 51

The Education Department has been exploring transportation opportunities for students to attend other schools within the Haldimand Norfolk Catholic District School Board and Grand Erie District School Board. So far, no new options are available. Costs for transportation and agreements will continue to be worked on in the upcoming year.

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



secondary students.

For 2017 we have been working on the Education Services Agreement with Grand Erie District School Board. We are hopeful this will be in place by September 2019.

Post-secondary

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

Total number of post-secondary students funded:

99 MNCFN: 86 full-time, 13 part-time 50 TCU: 49 full-time, 1 part-time

Total number of post-secondary students unfunded (cancelled applications, no responses from applicants):

19 MNCFN: 17 full-time, 2 part-time 14 TCU: 13 full-time, 1 part-time

Additional Funding

Proposals were submitted to INAC and additional funding was obtained for improving school effectiveness, teacher recruitment and retention, and parental and community engagement. The majority of the funding for teacher retention and recruitment and improving school effectiveness was secured to support additional training for the Lloyd S. King Elementary staff and supply staff. Community-based cultural and language initiatives were funded under the Community and Parental Engagement funding.

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

Graduation Awards, Sponsored by the MNCFN Community Trust

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

Elementary: 17 Secondary: 23 College: 15 Undergraduate: 0 Graduate: 1 Post Graduate: 2

Political First Nation Educational Issues

No updates.

Southwestern Ontario Independent Aggregate School Group

Mississaugas of the New 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.



Ekwaamjigenang Children's Centre

Reports to Education and Social Services Council

Staff

Supervisor: Patti Barber RECE

Assistant Supervisor: Elisa Machida BA RECE

Cook: Kathie Thompkins

Ojibwe Language Instructor: Tena Sault

Child Care Assistant: Shelby Riddell RECE

Registered Early Childhood Educators:

RECE: Bonnie Smith

RECE: Shannon King

RECE: Terri Jo Johnson

RECE: Kristine Kerfont

RECE: Melissa Carter

RECE: Jimi Green

RECE: Greg Montour

RECE: Geeg Hill

License

Ekwaamjigenang Children's Centre was licensed for 65 childcare spaces for children aged 0-5 years. The trained staff provides a culturally-based, positive learning environment for the children through a variety of planned emergent curriculum activities based on the interest and developmental needs of the children.

Ekwaamjigenang is subject to an annual license renewal inspection by the Ministry of Education (MEDU). A renewed License was issued by MEDU on October 14, 2016. this license expires on October 14, 2017.

Number of families and children served

In the past fiscal year, the Ekwaamjigenang Children's Centre served 51 families and 61 children.

Staff training

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

Ekwaamjigenang staff received the following training: Brant OEYC Change conference, all staff attended the Reggio Emilia exhibit in Toronto and listened to key note speaker Michelle Leonardi from Curve Lake share their journey of change. Staff had the opportunity to hear Dr. Jim Cullen speak on mental health, five staff attended Indigenous Cultural Training at Woodland Cultural Centre. All staff attended shared training with LSK staff to learn about Trauma Informed Practice.

Playground

As per the Child Care Early Years Act, a certified playground inspector inspects all playground equipment annually. The playgrounds were inspected on May 13, 2016. It is once again being recommended that we remove the swing set frame from the preschool playground. All other areas were in compliance with the CSA Standards with the exception of the height of the one slide in the preschool playground (which is noted every year and hasn't posed an issue).



Outside meetings/development

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

Internal networking

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

Political activities

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

Program highlights

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



Employment and Training

El Interventions –

10 Entered

10 Completed

CRF Interventions

49 Entered

45 Completed

FNJF Interventions

0 Entered

0 Completed

El Interventions –

2 - Males on reserve 7 - Males off reserve

1 - Females on reserve

CRF Interventions

12 - Males on reserve 13 - Males off reserve

13 - Females on reserve 8 - Females off reserve

FNJF Interventions - ZERO

Summer Student Employment

- Again we have assisted students in high school and post secondary with summer employment opportunities in various departments within the First Nation organization and local employers
- We consistently have 2 Day Camp Assistants, 2 Grounds Maintenance Workers, 3 Heritage & Culture Coordinators, 1 Child Care Assistant, 2 Library & story teller project, 1 SHS Admin Assistant, 1 TRCDC Business Support, 1 Finance Assistant, Eco Project Supervisor, and 5 Eco Project Assistants. We receive a small amount funding from Canada Summer Jobs for the Cultural Coordinator. This position is a very demanding and requires a strong skill set to successfully implement a two day event and requires at least 14 weeks lead time to be well coordinated.

Two Rivers Community Development Centre is the location of the Summer Youth Break Into Business Camp. We place a post secondary student in their office to help administratively and to assist in hosting the Youth Business Camps on both Six Nations and New Credit.

The week long camps explain some business basics including lending, how to market their product, how to price their product. They also visit a local business to see the behind the scene workings of a small business.



Housing Department

Infrastructure and Development Council

Chair: Councilor Casey Jonathan

Councilor Stephi L. LaForme

Staff:

Lorraine LaForme, Housing Director

Raymond Hill-Johnson, Technical Resource Manager

Alicia Maracle-Sault, Housing Intern Assistant

Ryan Thomas, Technical Resource Intern Assistant

INAC/Housing New On-reserve program

The Housing New On-Reserve program provided financial loan assistance for the construction of two (2) family homes that will provide adequate housing for a total of six (6) individuals. A 2015/16 home was deferred and started construction the 2016/17 year. Minimal dollars deferred for one home.

Lender Loan Pilot Project

Council approved the lender loan program as of April 1, 2016 and was increased to \$150,000 from originally being \$125,000, so it is now comparable to Housing New construction. No application was submitted for the 2016/17 year and two enquiries were received.

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

The Repair/Renovations/Sanitation Program for Existing Homes On-Reserve Program provided financial loan assistance for repairs for the health and safety of the occupants and to prolong the life of the home for 15 years. Ten (10) individual homes repaired/renovated. Six (6) of the ten (10) were emergency repairs, five (5) of which were senior – furnace, ramp, front door shifting unable to lock, roof repair, and bathroom modified for the disabled.

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

Two (2) individuals accessed CMHC/RRAP - Regular. Three (3) individuals accessed the new CMHC Emergency Repair Program (ERP) for roof repairs. One (1) Retrofit was completed on Section 95 Unit #6 to make it more accommodating to the elderly/disabled individuals. Individuals do not qualify for CMHC/RRAP if their income exceeds the income ceiling amount set by CMHC for this area or individuals who have already accessed CMHC RRAP and were not eligible.

TRM inspections

The TRM (Technical Resource Manager) accompanied the OFNTSC Inspector for two initial housing new inspections. Numerous Repair/Renovation inspections for existing homes were carried out by the Technical Resource Manager and Technical Resource Intern Assistant, which consisted of CMHC/RRAP and the MNCFN HRRS Program. Specification Reports for repairs consisted of an addition due to overcrowding, furnaces, basement/header insulation, ramp, bathroom repairs, kitchen cabinets, flooring, and disabled bathroom. Numerous follow-up inspections were completed pertaining to Repair/Renovations and the Housing-New process. There were eighteen (18) year-end inspections for rentals - five (5) subdivision homes, and one (1) for the Estate of Don Rock Band-Owned rental unit. When required – Mandatory Move-in/Move-out inspections that are mandatory and on-going whenever a tenant moves in or out of a unit. The TRM no longer assumes the responsibility of access for a contractor and may if requested through the Housing Director.



CMHC or INAC dollars for housing/lot servicing

Submitted application 2016/2017 to INAC on behalf of Public Works, but was denied lot servicing dollars.

North subdivision

Currently 18 serviced lots for communal water service only. Houses can be constructed at Eagle Lane Subdivision once the infrastructure (communal sewer line, and/or roadway/sidewalks) have been completed. Also, Lands, Research and Membership informed Housing that they have submitted an application to INAC to have the 18 lots with water access legally surveyed.

Housing committee

A Housing Committee was formed to address emergency housing within the MNCFN First Nation. Currently seeking funding to construct another 5 Plex unit. If another 5 Plex is funded/built, 2 units will be slated for emergency situations.

Townline estates rental units

5-Plex Band-Owned – Unit #1 cupboards changed, utilizing original doors to cabinets as well as mold addressed behind cabinets.

5 Plex, phase II (Units #6 to #10) addressed health and safety items throughout the year.

5 Plex (Unit #16, #17, #22, & #23) – dryer vents redone to address moisture build up in the dryer hose.

Townline estates contract servicing

Three-year grass cutting and heat maintenance servicing contracts complete. The TRM is currently working on a renewed three-year contract for heating maintenance servicing and grass cutting. Once complete, it will be tendered out to at least three or more individuals.

Beautification of Townline Estates

Bienenstock Natural Playground – complete. Located at 28 New Credit Road, mulching/watering in the fall/summer will be included in the grass-cutting contract for Townline Estates.

Maintenance plans for all rentals section 95 units

A five-year maintenance plan has been designed for all section CMHC 95 units with the assistance of CMHC. Follow-up visits will take place to ensure that the maintenance plan is followed. Eventually, we will be applying this maintenance plan to the Band-owned 5-Plex (2-storey).

Webinars (offered free by CMHC)

None to date.

Training

- Housing Director Emergency Response Plan, Niagara Falls, ON - February 2017 - Emergency Response Plan, Community Hall. MNCFN participated in a mock emergency exercise.
- All Housing staff: Safe Food Handling Course, Community Hall, MNCFN - March 29, 2017.
- TRM & TRM Intern Assistant attended - Inspecting Existing Dwellings - September 15 -17, 2016 held at Aamijiwnang First Nation Community Centre. Facilitator: Keith Maracle.
- TRM & RTRM Intern Assistant attend all round table talks with CMHC, generally held in and around the London area (offered free by CMHC).



Revisions to agreements

Revisions for Agreements will occur September/October 2017. The Housing Department is to revise all Agreements with one overall Housing Policy with Appendices for each program offered under Housing. Townline Estates Lease Agreement was revised to address Emergency Housing.

MRP: Matrimonial Real Property committee

MRP Committee Member by Council Motion, due to the effect that MRP may or may not have on the existing Housing Agreements.

Housing 911 map update

Mapping for MNCFN about every five years. Mapping Complete. These maps are for the MNCFN Emergency books.

Land transfers allocated back to band member

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

Reporting requirements

- Completed and submitted all required reports to INAC (Indigenous and Northern Affairs Canada).
- Capital Projects Report completed for INAC – due by June.
- 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 2017.



MNCFN ANNUAL REPORT

LANDS, RESEARCH & MEMBERSHIP

FISCAL YEAR: APRIL 1, 2016 – MARCH 31, 2017

STAFF

NAME	POSITION
Julie A. LaForme	A/Director, Lands, Research & Membership
L. Charlene Thomas	A/Community Consultation/Lands & Membership Officer
Delainie King	Lands, Research & Membership Clerk
Vacant	Matrimonial Real Property (MRP) Consultation & Engagement Officer
Kelly Szczesniak	MRP Assistant

PROGRAMS & SERVICES

#	Program / Service	# Trans.	Comments
1	MEMBERSHIP <ul style="list-style-type: none"> Event reporting of Births, Deaths, Marriages, Divorces, Amendments, Miscellaneous Certificates of Indian Status Cards Membership Transfers (Other First Nations) Blood Quantum Letters/Ancestry Research Residency Letters for Tax Purposes 	53 404 7 8	
2	RLEMP (Lands) <ul style="list-style-type: none"> Transfers Allotments Leases (Agricultural, Ontario Hydro) Surveys 	18 7 0 9	
3	RESEARCH (Lands) <ul style="list-style-type: none"> Land claims (Treaty 22 & 23; Nanfan Deed & Rouge Valley) ATR (Kuiper Property) Aboriginal Water Title 		Ongoing Ongoing Ongoing
4	COMMUNITY WELLNESS <ul style="list-style-type: none"> Applications received Applications processed <p>(partial applications unclaimed = \$668.36)</p>	2385 2385	\$5,769,331.64
5	DONATION POLICY <ul style="list-style-type: none"> Applications for Reimbursement of Registration/Lesson fee Applications for Event Funding 	97 41	\$20,596.28 \$27,603.05
6	ESTATE POLICY <ul style="list-style-type: none"> Applications Received Applications Approved Applications Rejected/Pending 	6 5 1	\$50,000.00



7	RESIDENCY REQUESTS <ul style="list-style-type: none"> Applications Received Applications Approved Applications Rejected/Pending 	10 0 0	
8	BY-LAWS <ul style="list-style-type: none"> Zoning By-Law Amendments Animal Control Intoxicants Trespassing Residency 	2	On going
9	MATRIMONIAL REAL PROPERTY (MRP) <ul style="list-style-type: none"> Developing policy Community Information Meetings for input 		Ongoiong
10	HISTORICAL GATHERING <ul style="list-style-type: none"> Planning Registrants 	290	
11	ELECTIONS <ul style="list-style-type: none"> Developing own Custom Election Policy Held Community meetings for input Held referendum on vote 	Ongoing 1 N/A	
12	OTHER DUTIES <ul style="list-style-type: none"> 		



Media and Communications

Staff:

Deanna Dunham, Director
Caitlin Laforme, Culture and Events Coordinator
Donna Duric, Content Writer
Tiffany Racette, Minute Taker

Overview

Two thousand sixteen/seventeen was the first full year of operation for the Media and Communications department. In addition to our day-to-day activities, our focus was on the development or redevelopment of MNCFN's primary communications channels (Eaglepress, website, social media, flyers, Monthly Gatherings, events), branding, establishing procedures, and developing human resources.

Branding

Print and online materials published by MNCFN were rebranded with an updated logo and a brand design based on the mural in the Lloyd S. King Elementary School library. The brand has quickly become recognizable and emphasizes MNCFN's strong connection to the First Nation's values, culture, and history. Basic brand guidelines were developed during the fiscal and the primary communications channels described below, as well as presentations and letterhead, were designed using this brand.

Eaglepress Newsletter

The MNCFN Eaglepress was redesigned in 2016 in a full colour, magazine-style format that is typically 36 pages in length. The redesigned Eaglepress is an amalgamation of the former Eaglepress and the Social & Health Services (SHS) newsletter - both of which averaged 26 pages in length. Both former newsletters were black and white. Department info was primarily comprised of notices to the community and flyers for upcoming events. The redesigned Eaglepress includes the same information as the previous format plus the following additional information:

Message from the Chief: Update on current activities undertaken by MNCFN

Politics and Governance: Updates on political activities including land and water claims

Council Meetings: Recap of items discussed at the Council table over the previous month

Political Gatherings: Summary of meetings attended by members of council.

Culture and History: (language translations, Historical Tidbit, cultural story)

Outreach Activities: Summary of MNCFN outreach activities

Departments: Each department has a section ranging in length from 1-3 pages

Committees and Appointments: Overview of MNCFN committees or Council appointments

Community Initiatives: Activities that do not fall directly under Chief and Council but are of interest to membership including biodiversity updates or cultural committee events.

Contact Info: The back cover of the newsletter may be torn off and includes contact information for Chief and Councillors, departments, and emergency services.

Events Calendar: The events calendar is included on the back cover and includes the name, date, location, and page reference for each event.



Social Media

The Media and Communications increased activity on MNCFN profiles on Facebook, Twitter, and YouTube. Tools for scheduling, monitoring, posting, and reporting on social media were also tested and implemented.

MNCFN Website

Media and Communications launched a new, blog-style website in March 2017. The website is at a new URL, mncfn.ca. The new website is much more comprehensive than the former website and will continue to expand with information on treaty lands and territory, programs and services, cultural and historical content, and updates from chief, council, and departments in a variety of engaging mediums.

New features included on www.mncfn.ca are described below.

- **MNCFN Events Calendar:** provides three viewing options and allows visitors to download individual events or all events in a month directly to their computer or mobile device. Each event has its own page which visitors can share. Visitors are also able to subscribe to MNCFN events. When visitors subscribe to this feature, they receive an email at 5:00pm on each day that new events are posted to the website.
- **Urgent Notices:** An “ad space” has been included in each of the 12 sidebars on mncfn.ca. By default, this space is filled with a map of MNCFN Treaty Lands and Territory. This map can be replaced with an image or text in urgent situations. The message will be visible on every page of the website rather than the home page only.
- **Enhanced Search Options:** Each MNCFN department has its own sidebar with department-specific pages, events list, and contact information. In addition to straightforward navigation across the top of all pages, related posts are included at the bottom of most pages. Visitors may also search for information through the search field in the top right of each page, or by Category or Topic, both of which are available at the bottom of each page.
- **Email Subscriptions:** Website visitors may choose to subscribe to website “Categories”. For example, visitors may choose to subscribe to culture and history updates only or may choose to subscribe to updates from Education and ECC only. Any updates in the selected categories will be emailed to subscribers daily.

Flyers

Flyers are distributed weekly in a general mail-out to the MNCFN community and include event information and time sensitive department updates. Flyers are also distributed to each MNCFN reception to be posted on message boards and are available for pickup at the Media and Communications department and at the Monthly Gatherings.

Monthly Gatherings

Monthly Gatherings are held on the fourth Saturday of each month unless otherwise stated. MNCFN members, their immediate families, required staff and presenters are invited to attend. Each event begins with drumming, an Elder Opening, a welcome from the Chief, and facilitator remarks. A hot lunch is provided each month.

Event Participation

The MCD developed a procedure for event organizers throughout MNCFN Treaty Lands and Territory to request



MNCFN representation at events. This representation may include a welcoming address from a member of Council or opening from a drum group or Elder. The Request for Event Participation (REP) form is available on mncfn.ca. Submissions are received by the Culture and Events Coordinator who coordinates MNCFN representation.

Major Events Committee

In April of 2016, Chief and Council approved the Media and Communications Director's recommendation to establish a Major Events Committee (MEC) to position MNCFN in a leadership role in a Toronto Indigenous Advisory group and provide direction on MNCFN involvement in major events within the Mississaugas of the New Credit First Nation traditional territory. The Media and Communications Director was appointed as the Administrative Lead of MEC which worked primarily on MNCFN's involvement in the Expo 2025 bid and the Invictus and North American Indigenous Games, both to be held in the 2017/18 fiscal.

Promotional Items, Event Supplies, and Gifts inventory

Promotional items and event supplies were previously purchased within each department using department budgets. Chief and Council approved the Media and Communications department's proposal to consolidate the gift, event, and promotional supplies under the MCD based on the following rationale:

- Reduced Costs - Consolidation will allow for larger orders which receive higher discounts. In addition, departments will only pay for the items they distribute.
- Immediate access to supplies – A range of supplies will be in stock for immediate use. Staff won't need to wait for orders to be processed and delivered.
- Greater variety of promo items – Instead of ordering 200 of one item, staff will be able to bring smaller numbers of a range of products.
- Space saving – Stocking inventory in one place is more efficient than storing in each department.
- Inventory control – This will ensure appropriate use of promotional items and maintenance of event supplies.

An inventory control system and procedure for purchasing promotional items for all departments was developed. The MNCFN website was also developed with an online store to sell products. The store is scheduled to launch in 2017/18.

Human Resources

The department increased in size to four people with the addition of the Minute Taker and Content writer (formerly a contract position). The Minute Taker is responsible for taking minutes for meetings across all departments and committees. The content writer is primarily responsible for producing the Eaglepress Newsletter and posting department updates on mncfn.ca and social media.

Fully funded by the Canada Summer Jobs program, the MCD provided summer employment and cultural learning to six students (five of whom are MNCFN members). A substantial amount of time in the 2016/17 fiscal was dedicated to staff training on software for distribution lists, website maintenance, social media management, survey implementation and general MNCFN employment policies and procedures. Staff were also trained on project management software to monitor workloads and ensure tasks are completed efficiently. The department was also equipped to enhance printing capabilities, stream events, and develop more material for video.

Mississauga Nationhood

In October 2016, MNCFN signed the Mississauga Relationship Accord. The Media and Communications Director



worked with representatives from the other five Mississauga First Nations to draft the accord with the engagement of the MNCFN membership. The Media and Communications department was also responsible for coordinating the Mississauga Accord signing event which was held at the MNCFN Community Centre.

Surveys

The Media and Communications department developed and implemented surveys on behalf of MNCFN including client satisfaction surveys for Social and Health Services, input on the MNCFN Monthly Gatherings, tutoring support for Education, and input on the Mississauga Accord.

Treaty Lands and Territory Land Acknowledgements

In consultation with the Treaty and Aboriginal Rights Committee, the MCD developed land acknowledgement statements that were approved by Council for use by organizations seeking to recognize MNCFN Treaty Lands and Territory on plaques and signs, printed and online publications, and through verbal presentations. The statements are available on mncfn.ca

Logo Usage

The MCD developed a procedure for organizations to apply to use the MNCFN logo. A corresponding application form, agreement, and logo usage guidelines were also developed and are available on mncfn.ca.

Crisis Communications

The Media and Communications department fulfilled a key role during the crisis situations that affected the community during the 2016/17 fiscal year. Support included coordination of media interviews; development of press releases; coordinating press conferences; arranging space and providing refreshments to search groups; design and printing of search flyers; and working with media to ensure coverage was as respectful and nonintrusive as possible.

Media Relations

The Media and Communications Director prepares press releases/statements and coordinates media interviews with Chief Laforme or Councillors on an ongoing basis. Relationship building with media throughout MNCFN Treaty Lands and Territory is essential to advancing many of the First Nation's goals, including the expedient settlement of land and water claims. As an example, MNCFN was featured in the APTN Investigates episode called "Ripped Off" in February of 2017 when Chief Laforme spoke about the Toronto Purchase and the claims process.

Funding Proposals

The Media and Communications Department submitted applications and was successful for the following grants:

- \$90,000 from Two Rivers for Reconciliation/Ambassador program (in development for 2017/18 fiscal)
- \$25,000 from Two Rivers for Cultural Centre feasibility study
- \$18,000 from Canada Summer Jobs for the 6 summer students



Public Works Department

Infrastructure and Development Council

Chair: Councillors – Casey Jonathan, Stephanie LaForme

Staff:

Public Works Director – Barbara Hill (June 24, 2016, retired) Arland LaForme

Public Works Assistant - Brandy Vinnai

Infrastructure Maintenance Worker - Craig King

Community Centre Caretaker – Leo LaForme

Infrastructure Manager – Brandon Hill

Infrastructure Manager Assistant – Matthew Sault

LSK Caretaker/Maintenance - Trenton Hill

LSK Caretaker – Christopher Sault

Contract Caretakers:

Maawi Gnawending (Social & Health Services) - Kenneth Sault

Rumpus Hall/Administration Building One - Lorraine Sault

Agimaw Gamig administration one - M. Blake Martin

Infrastructure

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

- MNCFN Council authorized Public Works Department to address safety concerns at Townline Estates in efforts to ensure the safety of residents and children playing in the newly constructed playground by reducing the posted speed limit, installing “Children Playing” signs and installing “Rumble Strips” in the same location.
- Repairs on Bridge #19 (Cayuga Road) due to a Motor Vehicle Accident were required and costs were shared with Six Nations of the Grand River First Nation as per the Boundary Road agreement dated back to 1980.

Buildings/Grounds – Routine maintenance of grounds/parking lots that included grass cutting and snow removal was performed on an ongoing, as-required basis. Maintenance to the band-owned buildings was performed on a regular basis with numerous repairs completed throughout each building. Annual fire extinguisher services were performed on all band-owned buildings. A number of Health and 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 – Re-Organization Plan required the existing council chambers to be renovated to incorporate six (6) new offices, relocate and downsize the former Council Chambers into a smaller Boardroom with A/V equipment for presentations and a small kitchenette. Sub-divide existing upper reception area to address controlled access issues, relocate printing room and create a small boardroom/meeting room.
- Admin. Building One – A roof leak was repaired and all protrusions sealed up to prevent future potential leaks.
- Admin. Building 2 – Addressed window issue – failed seal and accessibility ramp repair to address health and safety issues until a permanent repair can be conducted.



- Council House – Three (3) chimneys were removed to address health and safety issues noted in a previous inspection. In addition, assist Biodiversity Group with the removal of honey bees from the inside walls of the council house.
- Roads Garage – addressed drainage issue at bay doors and constructed new office space for health and safety reasons of Public Works Staff.
- Enterprise Building – departments were required to “purge” items stored at the Enterprise Building during the Re-Organization Plan to allow future storage requirements.
- Community Centre – Re-Organization Plan, renovated existing gathering room to remove the wall and create a larger boardroom/meeting room to be utilized for Council and external meeting space.
- Maamwi Gnawending (Social and Health) – Address fire separation issue in the lower level storage/electrical room.
- Lloyd S King Elementary School – Removed carpet from three (3) classrooms and replaced with vinyl composite tile (VCT). Removed and replaced damaged insulated granex panels on east side. All corridors and doors paint touch ups throughout the entire school was completed.
- Public Works Department assumed the responsibility of the Former Green Willow Property/Kuiper Property to assist with the Re-Organization Plan which has been progressing to address the department needs.
- Powwow Grounds – summer students were utilized to assist the Powwow Committee and Cultural Committee to rebuild a new “arbor” for the use of drummers during the annual event.

Equipment

Regular safety inspections, oil changes and general maintenance were completed on band-owned equipment, such as the backhoe, trucks, sander, tractor, and lawn maintenance equipment. Public Works Department was authorized to purchase a new 2016 JCB Backhoe to replace the existing dated piece of equipment.

Piped Water

- Routine maintenance of flushing fire hydrants (approximate 126).
- Exercising auxiliary hydrant valves (approximately 126), water main valves (approximately 82), and five Manual Air Release valves, one Automatic Air Release valve and one Blow off.
- Performed chlorine residual, Ph and turbidity readings throughout the year, totaling approximately 520 readings to ensure that the water in the distribution lines meet the regulations and standards for safe drinking water and repaired one fire hydrant. Monthly water usage readings were undertaken for approximately 200 customers & 23 band-owned buildings.
- Installed radio connection to truck-fill station and provide rip-rap erosion control at fire hydrants.
- Public Works Department was authorized to include information on the annual First Nations Infrastructure Investment Plan (FNIIP) submission into Indigenous and Northern Affairs Canada (INAC) for the planned completion of the communal waterline inclusive of: Tuscarora Road #251, Second Line Road #136, Cayuga Road #272, former Green Willow Property and the Industrial Park, which is currently pending funding approval.

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 and EC was sent to the lab for approval prior to discharging the lagoon.



Major work included:

- Lift Stations 1 – replaced electrical panel structure
- Lift Stations 3 – new pump and implement maintenance contract for all lift stations

Fire

Public Works Department oversees the Fire Agreement between Haldimand County & Mississaugas of the New Credit First Nation. For the purposes of this agreement, fire protection means and includes fire prevention and public education, fire suppression and life rescue from fire, life rescue from incidents or accidents other than from fire, basic first aid medical assistance at emergency sites, basic response for the suppression or containment of hazardous materials. 28 Occurrences detailed as follows: Open air - 3, Medical - 9, Structure Fire - 3, Assistance to Fire Marshal - 1, Vehicle Fire - 3, Motor Vehicle Collision - 5 and Remote Alarm - 4.

Solid Waste

The official closure of the Tom Howe Landfill occurred on October 31, 2015. Prior to that closure MNCFN Public Works negotiated a third party solid waste/recycling contract with Halton Recycling Ltd. (doing business as) Emterra Environmental. From April 2016 to March 2017, 119.73 tonnes of garbage was collected by Emterra Environmental.

Recycling Program

April 2016 to March 2017: Emterra Environmental had collected 50.02 tonnes of recyclables.

Tom Howe Landfill Site (THLFS)

MNCFN Technical Team was assembled to address the “Waste Management Issue” which required negotiating an Amendment to the Tom Howe Landfill Agreement between MNCFN, Haldimand County and Norfolk County which was approved by all parties to address solid waste/recycling for the next twenty-five (25) years. In addition, the Public Works Director, Infrastructure Manager and Infrastructure Manager Assistant, along with a contracted hydro-geologist, continue to monitor the landfill site to ensure that the landfill is operated in accordance with the agreement between Haldimand County and Mississaugas of the New Credit First Nation.

Master Drainage & Flood Remediation Plan (MDFRP)

Public Works Department was authorized to proceed with a cost share agreement for the benefit of Mississaugas of the New Credit First Nation with Six Nations of the Grand River First Nation entitled “Master Drainage & Flood Remediation Plan” for Boston and Rogers Creek to ensure provisions are made to address any future drainage issues.

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. Property owners are responsible for maintaining and ensuring that their 9-1-1 sign is visible for emergency services response.

Reporting requirements

Completed and submitted all required reports to INAC (Indigenous and Northern Affairs Canada), MTO and WDO:

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



Social and Health Services Department

Education and Social Services Council

Staff:

Director: Rachelle Ingrao

Administrative Assistant: Cheryl LaForme (on leave)

Receptionist/Secretary: Stephanie L. LaForme (April 2016-Nov 2016)/ Erin Clarke (Jan 2017)

Administrative Clerk: Shelda Martin

Community Health Supervisor: Deanna Sault (April 2016-May 2016)/Margaret Copeland (Jan 2017)

Community Health Nurse (CHN): Deanna Sault (April 2016-May 2016) Margaret Copeland (Jan 2017)

Community Health Representative (CHR): Laura-Lee Kelly (June 2016)

Community Health Clerk: Janice Mt. Pleasant

RN/Home Care Coordinator/Home and Community Care Supervisor: Frances LaForme (April 2016-March 2017),
Amanda Snow (March 2017)

Registered Practical Nurse (RPN): Frances LaForme

Personal Support Worker (PSW): Dayna Woodruff

Personal Support Worker (PSW): Linda VanEvery

Personal Support Worker (PSW): Tara White

Home Care Maintenance Worker: George Ferrago (April 2016-Sept 2016); Craig King (Sept 2016-March 2017)

Home Care Respite Worker: Joyce Truckle

Early Child Development Worker: Leslie Sault

Community/Family Support Supervisor: Yvonne Bomberry

Healthy Babies/Healthy Children: Elizabeth King

Family Support Worker: Tanya LaForme

Family Support Worker: Connie Henry

Family Support Worker: Patricia Jamieson

Mental Health Worker: Kari Sault

Children's Mental Health Worker: Karen Campbell (August 2016)

Community Support Worker: Shelly King

Community Wellness Worker: Hayli Sault

Community Wellness Worker: Donna Sault (April 2016-May 2016) Jesse Sault (Sept 2016)

Cook: Harvarena King

Program Liaison Worker: Stephanie D. LaForme

Ontario Works Case Worker: Lindsay Sault

Employment Supports Worker: Michelle LaForme

Fitness Coordinator: Zack Rose

Employment and Training: Michele King

Community Health Unit

Community Health Representative

The Community Health Representative: Note: this position was unstaffed for the period of March 2016 – June 2016.

Essential duties were absorbed into the workload of the CHN, ECD and Healthy Babies/Healthy Children (HBHC). The



Community Health Representative position started July 2016. The following is a list of CHR's responsibilities and programs the CHR facilitated:

- Weekly Water collection
- West Nile collections Summer months
- Lyme disease awareness
- Rabies, dog surveillance, pet wellness clinic x 2
- Raccoon/animals bag and tag
- Prenatal visits
- Monthly Breast feeding support group
- Monthly Wellness group
- Hand washing clinics at LSK, Childcare Centre, food handling workshops x 2, First Aid CPR training sessions x 2, Health Fair at Caring Together week, Cancer Screening Coach. FASD Forever Community Workshop.
- CHR attended Health Canada Zika Training, Reclaiming the Wellbeing Cancer Committee, Maternity Home Planning Committee, Best Start Conference.

Community Health Nurse

The Community Health Nurse: Note; this position was vacant from May 2016 – December 2016. The Community Health unit was supervised by the Social and Health Service Director up to December 2016. The Health Canada Immunization program continued without a CHN and community members were referred to Six Nations Health Unit and/or health care provider for immunizations and flu vaccines. The Community Health Nurse's position started January 2017 - March 2017. The new CHN began the Health Canada Immunization program, attended the Historical Gathering, Chiefs of Ontario Health conference, participated the Ontario Telemedicine Network (OTN)/Ko-eHealth training workshop, attended the Hamilton Public Health Rabies workshop, participated in MNCFN Emergency Planning, Life Long Learning Committee, and attended the Ingenious Health Network group. Consultations with the CHN related to specific health concerns: 9, and NIHB questions: 3.

Additional CHN duties carried out January 2017- March 2017:

- Supervision of Community Health Representative, Community Health Clerk, Healthy Babies/Healthy Children Program Coordinator, and Early Child Development Worker;
- Prenatal nutrition and breastfeeding programming
- Diabetes-related programming ADI funding, Yoga and Zumba sessions, Registered Dietician referrals and Reflexology and foot care

Early Child Development Worker

During the 2016/2017 fiscal year, the following activities were coordinated and implemented by the Early Child Development Worker: Baby Waves (8), Regalia Making (8), Moccasin Making (24), Strawberry Picking (40), Car Seat Checks, Clothes Give Away (60), Christmas Baking Exchange (12), Family Pajama Night (4), Dolly Parton Imagination Library (63), Touch-A-Truck (12), Music and Movement (48), Family Swim (15), Grandparent's Day Event (48), Baby Food Making (7), Traditional Parenting (7), Literacy Day Book Making (2), Busy Boards (6), Lunch and Learn (child development based – 15), transport client to services in Six Nations (1), and Parent Information at ECC. These programs were specifically coordinated for families with children aged 0-6 years old. The Early Child Development worker also assisted in coordinating the following health programs/events: Diabetes Event (25), Nutrition Bingo – twice this fiscal (90), Wellness Group (monthly – 15), Poker Walk (8), Dietitian (23), Air Bounce (52), Zumba (45), Yoga



(10), Lunch and Learn (health related – 15) Smoking Cessation (7) and Compost workshop (12) were continued on in the recent passing of the CHN. These programs were more aimed at physical health and nutrition for the whole family in prevention of diabetes.

The Early Child Development Worker also participated in the following events and programs within the health unit: water testing (April – July), Pet Wellness Days, Family Fun Fest (FASD Event), Caring Together Week (Cancer Coach Bus and Open House), CPNP Baby Fair, Breakfast with Santa, Post Partum Depression Workshop, Lyme Disease Workshop, FASD Workshop, Mother's Day, Father's Day.

The Early Child Development Worker assisted other organizational departments in the following programs and events: Community Picnic, Hallowe'en Party, March Break Camp, Summer Day Camp, Afterschool Program, Children's Pow Wow (ECC), Speeches (LSK), Earth Day Event (LSK). The Early Child Development Worker participated in the following training and workshops: Webinars (nutrition), Excel Training, SOADI Diabetes Workshop and Traditional Plant Medicines, Beyond Bullying, Car Seat Recertification, G7 FASD workshop, and Traditional Parenting Training.

Healthy Babies Healthy Children (HBHC)

The primary focus of the HBHC program is early intervention and education with new mothers. There were 16 births and 31 families accessing HBHC services in 2015/2016. This program assisted new mothers and their babies through various services offered. During the 2016/2017 fiscal, the program focused on child development utilizing the Nipissing District Developmental Screening tool. There were a total of 299 visits provided. In addition, the following programs were offered: Car Seat Safety, Infant Massage (group and private), Bike Rodeo, Baby Fair, and Breakfast with Santa, Mental Wellness/Pamper Day, Mother's Day Breakfast and a Father's Day Breakfast. A monthly Breastfeeding Support Group was co-facilitated with the Community Health Representative. Additional programs HBHC Coordinator assisted with the Community Health Program are: FASD Family Fun Day - Fetal Alcohol Spectrum Disorder Awareness, Nutrition Bingo, Lyme Disease Presentation, HBHC clientele outings to Stars and Strollers and African Lion Safari. The HBHC Coordinator assisted with the Community Picnic, Caring Together Week, MNCFN Social and Health Services booth at Three Fires PowWow and monthly checks for pediculosis at Lloyd S. King Elementary School. The HBHC Coordinator and the Early Child Development worker visit Ekwaamjigenang Children's Centre quarterly to present various educational topics for parents/caregivers (i.e. home safety, healthy snacks, and sun safety). The HBHC Coordinator sits on the Please Be Seated Committee for Haldimand and Norfolk counties. This committee is dedicated to car seat safety and performs periodic compliance checks.

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

- Provide First Aid Station at LSK Track and Field
- Coordinate Annual Health Career Fair
- Participate in annual Open House for Social and Health Services
- Coordinate various Community Diabetes Awareness workshops and events
- Coordinate various Community FASD workshops and activities
- Coordinate several food handling courses for staff and community members
- Collect and ship bacteriological drinking water samples on a weekly basis and offer bacteriological drinking water collection of community wells and cisterns
- Assist with monthly head checks at LSK Elementary School
- Coordination of Father's Day, Bike Rodeo, and Mother's Day events
- Accompanied EHO on a home mold inspection
- Reports completed for sections of the following reports: ADE and FASD



Home and Community Care Program

In 2016/2017 the Home and Community Care (HCC) Program consisted of a Home and Community Care Coordinator/Supervisor (Registered Nurse) on sick leave until January 2017, a Registered Practical Nurse, three (3) full-time Personal Support Workers, one (1) part-time Personal Support/Respite Worker, one (1) part-time Maintenance Worker, one (1) part-time Cook, and one (1) casual PSW. There were a total of 39 clients who received homemaking, personal care and nursing care. There were 39 Meals on Wheels clients. Foot care was provided to 31 clients, in-office or in the home. Maintenance work was provided to 18 clients, which included tasks such as light carpentry (make shift ramp), removal of equipment from clients' homes, floor repairs, painting, light bulb replacement, grass cutting, snow shoveling and wood cutting. Assessments and re-assessments were completed by the Registered Practical Nurse (RPN) as required. These assessments required 1.5-3 hours per client depending on the health and care needs of the individual client.

Social programs were also offered which included weekly euchre that was provided all year round, with 4 to 16 people attending. Each month there was a craft day with 1 to 5 clients participating. Monthly Socials were held with 9 to 25 people in attendance (increase in numbers when Six Nations seniors were also invited). All-Day Shopping continues to be offered on a monthly basis; 1 day for males and 1 day for females, with 4 to 6 clients utilizing this service in total. List Shopping is also offered on a weekly basis with 6 to 11 clients using this service consistently. Medical Transportation continues to be offered with fluctuations in usage.

When medical transportation was denied or cancelled and if staff is available to provide this service, transportation was provided to appointments such as doctor appointments, dialysis, etc. Training for the unit consisted of: Ageless Grace (exercise), team building training, sign language, Geriatric Care, Mental Health/Geriatric Care – GPA, Managing Conflict/Angry Clients, Capacity Builders, CNIB and you, MS Society of Canada Overview, Huntington Society of Canada, Huntington Disease, Sexuality in the Older Person, and Alzheimer Society – Communication in Dementia, Redirection and Engagement.

Ontario Works

In 2016-2017 the Case Worker Position was filled with one (1) permanent, full-time employee. The Employment Support Assistant continues to work part-time on a contractual basis. For the 2016-2017 fiscal year, the following social assistance was administered: In total \$220,355.77 was issued: \$192,217.53 to Band Members, \$25,339.50 to non-band members, and \$2,798.74 was issued to non-status. The average caseload for 2016-2017 was 32.08 per month; a 3 per cent increase in comparison to 2015-2016. In January 2017, additional one-time funding for the Transitional Support Fund was provided by the Ministry of Community and Social Services. Applications for the Emergency Policy and Discretionary Benefits remained consistent. The Ontario Works program continued to administer the Employment Supports component under Ontario Works Regulations. The Ontario Works Case Worker and the Employment Support Assistant have developed internal business procedures to ensure the Ontario Works Program is being delivered tactfully and consistently to all clients while ensuring that all Ministry standards are being upheld.

Program Liaison

During the 2016/2017 fiscal, the Program Liaison worked closely with Ontario Works and completed approximately 33 Income Tax Returns for low income individuals/families. The Program Liaison Worker also completed approximately 36 Intakes and/Internal/External referrals for the Family Support/Mental Health Programs. Additional outreach and program awareness activities were held during Caring Together week, with approximately 200-250 participants per activity that had the opportunity to meet the staff and participate in activities designed to promote healthy lifestyle



choices. The Roots of Empathy program was hosted in the Kindergarten/Grade 1 Class at Lloyd S. King Elementary School for 20 students. There was a women's group and a men's group held from September 2016 to March 2017, with 8 to 15 participants that attended weekly. There was a Summer Youth Science Camp with seven participants that attended daily.

Family Support Program

This program is focused on intervention and support for the clients that receive Family Support services. The Community/Family Support Supervisor is responsible for the following: Family Support Unit; Community Support Unit Mental Health Worker; Part-time Children's Mental Health Worker and the Program Liaison Worker. During the 2016/2017 fiscal year, counseling and support services were provided to approximately 79 clients, which included Band Representative clients. The program offered a Parenting Group again this year. There were 15 participants. This year there was also a traditional parenting group offered twice with 30 participants. The program also offered a Choices Group, which utilized a behavioural approach to help youth address issues of domestic violence, aggression, assertiveness, feelings, anger management, self-discipline, problem solving and healthy lifestyle choices. There were a total of 12 participants. The Family Support unit also hosted the Annual Walk for Violence Against Women with over 30 participants.

Community Support Program

The focus of this program is on prevention and education, as well as community awareness. The majority of the activities and services were prevention-focused, related to social skills development, and strengthening the family and community unit. This program provided an After School Program for children aged 5 to 12. Enrollment was limited to 30 children and for the 2016/2017 fiscal year this program reached capacity. The Program offered three (3) Youth Groups per week in the evenings. There were 9 registered in the high school group, 15 registered in the grades 3, 4, 5 groups, and 15 registered in the grades 6, 7, 8 groups. The workers facilitated a social curriculum at Lloyd S. King Elementary School, which offered education in areas such as social skills, bullying, feelings, listening and personal awareness of the Seven Grandfather Teachings, along with the school curriculum. The Social Curriculum was offered to Grades 1 and 2 (23 students), Grades 7 and 8 (34 students), and Grades 2-3 and Grades 5-6 (68 students). This fiscal year, the social curriculum was changed to follow the 'Tools for Life' program, incorporating the Seven Grandfather Teachings. There were 125 students that participated. Community Support delivered their annual summer camp during the 2016-2017 fiscal year. For the 2016-2017 camp sessions, there were 90 camp participants over three (3), two week sessions. A March Break camp was facilitated by these workers and there were 30 participants. The March Break Blitz had over 150 participants and attended a trip to Ripley's aquarium, Flying Squirrel indoor trampoline park, nutrition bingo, and a presentation on internet safety. Community Support held the following community events which were all well attended: Community Christmas Party, Halloween Party, and National Addictions Awareness Week event. The Community Support Program organized and hosted the Annual Hockey Tournament that took place in February 2017, and there were eleven (11) teams registered. Two (2) of these teams were from Lloyd S. King Elementary School. The tournament was a huge success.

Mental Health

The Children's Mental Health worker, along with the School Mental Health worker delivered a Well Being group in March 2017 to LSK students. They completed four sessions for the grade 7 and 8 students and one session for the grade 4, 5 and 6 students. This worker also set up a booth at the 2016 Health Fair, to share information on Children's Mental Health with the community. The Children's Mental Health worker had an ongoing caseload of 10 clients in the 2016/2017 fiscal year. The Mental Health worker (adult) held community workshops titled "Fourth Annual Embracing



our Grief” (with approximately 30 participants). The Mental Health Worker (adult) held a “Community Wellness Pamper Day” on March 11, 2017. There were approximately 70 people in attendance. The Adult Mental Health worker also held two different “Free Haircut” dates for clients with each two-hour session filled.

Fitness Coordinator

Throughout the 2016-17 fiscal year, there were 2,467 recorded visits to the complex/gym for exercise and workouts. New Credit band member visits: 1,255, another band’s member visits: 814, and non-status visits: 398. New equipment was purchased for the gym, including a step machine, treadmills, stationary bikes, an Olympic squat rack, assisted chin up/dip machine, medicine balls and kettlebells. The contract for the fitness coordinator is set to end March 31st, 2018, and as such, future plans for the gym will be discussed in the upcoming fiscal year.

Overall Social and Health Services Department

During the 2016/2017 fiscal, Social and Health Services managed 49 budgets from multiple funding sources, primarily Health Canada, the First Nations and Inuit Health Branch, the Ministry of Child and Youth Services, and the Ministry of Community and Social Services. The protocol with Brant Family and Children’s Services - Native Services Branch (FACS/NSB) continued to work well to better assist families and children in this community when Children’s Services becomes involved. The protocol with Family and Children’s Services (FACS) Niagara was/is ongoing, and arrangements have been made to re-visit and update these protocols in the 2017/2018 fiscal. Quarterly, semi-annual and final report submissions were completed. Social and Health Services received additional funding through MCYS to implement a ‘Family Well-Being Program,’ as well as dollars for “Youth Life Promotion”. There were monthly All-Staff meetings as well as continued representation on the Health and Safety Committee. The Breakfast Program ran throughout the year at Lloyd S. King Elementary School where approximately 140 children and youth participated. March Break programs were also facilitated and the Community Picnic was coordinated by all of the units within the Social and Health Services Department. An information booth was set up at the MNCFN Powwow and the entire organization participated in the Caring Together Week event which is coordinated by the department. All Social and Health Services staff received team-building training as an agency as well as additional training as deemed relevant to individual positions.



Sustainable Economic Development

Infrastructure and Development Council

Chair: Casey Jonathan and Stephanie Laforme

Staff:

Administration

Director of Sustainable Economic Development: Kevin Wassegijig

Sustainable Economic Development Assistant: Aimee Sault

New Credit Variety and Gas Bar

Working Manager NCVGB: Andrea Sault

Senior Cashier: Brenda Woods

Gas Attendants: Isaiah Aaron

Gas Attendants: Alan Atkinsons

Gas Attendants: Nathan Martin

Gas Attendants: Andrew Coaster

Gas Attendants: Madysen Gibbons

Gas Attendants: Aaron Wobbes

Gas Attendants: Naquan Williams

Cashier/Gas: Jamie Laforme

Programs and/or Services Offered:

- 1) Managing Community Properties such as leasing and maintenance of the Commercial Plaza, Industrial Building & Kuiper Property. The newly acquired Green Willow Property is under 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 is slated for renovations for Department of Consultation and Accommodation to be utilizing for office space, and Department of Lands, Membership, and Research will be moving into the office space at the Industrial Building.
- 2) Administered funds and dealt with repairs to the Armbruster Estate in Mississauga, Ontario. In addition, secured the services of a Property Manager who has undertaken the vetting of applicants and approved a tenant for April 1, 2017.
- 3) Administered the operations of the New Credit Variety and Gas Bar:
 - Attended meetings with the Consultant, Finance Director, Executive Director and Working Manager to establish procedures with a view to the NCG&V accounting to be undertaken by Finance by April 1, 2017.
 - Monitored accounts payables, marketing techniques/opportunities, and customer service
 - Performed job interviews for all positions in conjunction with the Working Manager or the Senior Cashier/Counter Attendant
 - Provided general guidance/direction where required based on the New Credit Variety and Gas Bar Personnel Handbook together with MNCFN Policy
 - Oversaw capital improvements and financial management



4) Business Development

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

5) Business Grants – Business plans for approval in conjunction with the Manager of the Community Trust.

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

7) Community Services

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

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

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

Ball Field and Booth: Sustainable Economic Development Department oversees the booking/rentals at the Ball Field and Booth.

Leasing of Commercial Plaza: All newly proposed tenants are approved by Chief and Council. Regularly schedule lease renewals at the tenant's request are completed within the SED Dept. Continuing to explore opportunity for suitable tenant in former Country Style Unit.

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

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

- Renewable Energy Development (8392692 Canada INC.)
- Development of Business Development Corporation to maximize business development opportunities
- Joint Venture research
- Improvements to existing assets



APPENDIX A

September 28, 2017

To the Members of Mississaugas of The New Credit First Nation

The accompanying summary of consolidated statements includes the following documents copied from the full Auditor's Consolidated Financial Statements.

Management Responsibility for the Consolidated Financial Statements

Independent Auditor's Report

Consolidated Statement of Financial Position

Consolidated Statement of Operations and Accumulated Surplus

Reading the attached statements is not a substitute to reading the audited consolidated financial statements of Mississaugas of The New Credit First Nation.



Lilia Moos, CA (Mex)

Director of Finance



Independent Auditors' Report

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

We have audited the accompanying consolidated financial statements of Mississaugas of the New Credit First Nation, which comprise the consolidated statement of financial position as at March 31, 2017, the consolidated statements of operations and accumulated surplus, changes in net financial assets, changes in financial position and related schedules for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Consolidated Financial Statements

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

Auditors' Responsibility

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

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

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

Opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the financial position of Mississaugas of the New Credit First Nation as at March 31, 2017 and the results of its operations, changes in net financial assets, and its changes in financial position for the year then ended in accordance with Canadian public sector accounting standards.

Other Matter

The prior year comparative consolidated financial information was audited by a predecessor auditor, who issued an unqualified opinion dated August 2, 2016.

Cambridge, Ontario

July 28, 2017

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

MNP

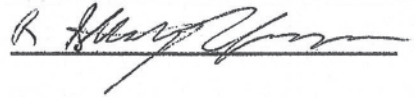


Mississaugas of the New Credit First Nation
Consolidated Statement of Financial Position

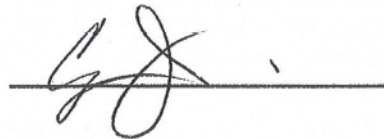
As at March 31, 2017

	2017	2016
Financial assets		
Cash and cash equivalents	9,995,154	4,939,866
Restricted cash (Note 3)	7,638,681	9,039,284
Accounts receivable (Note 4)	982,267	938,551
Inventory held for resale (Note 5)	411,635	205,591
Portfolio investments (Note 6)	14,245,863	17,920,419
Due from First Nation members (Note 7)	3,960,818	3,791,710
Due from Community Trust Land Claim fund (Note 8)	2,264,035	1,595,986
Investment in government business enterprise (Note 9)	186,826	-
Ottawa trust fund (Note 10)	292,428	285,054
Loans receivable (Note 11)	162,500	411,555
Total of financial assets	40,130,207	39,128,016
Liabilities		
Accounts payable and accrued liabilities (Note 12)	1,482,820	1,400,130
Deferred revenue (Note 13)	796,733	355,624
Loan payable (Note 14)	36,826	-
Investment in government business enterprise (Note 9)	-	96,555
Toronto Purchase Trust funds payable (Note 15)	6,528,921	7,577,322
Long-term debt (Note 16)	1,411,312	1,482,224
Total of financial liabilities	10,255,612	10,911,855
Net financial assets	29,874,595	28,216,161
Contingencies (Note 17)		
Non-financial assets		
Tangible capital assets (Note 18) (Schedule 1)	21,308,851	21,687,582
Prepaid expenditures	202,492	101,972
Total non-financial assets	21,511,343	21,789,554
Accumulated surplus (Note 19)	51,385,938	50,005,715

Approved on behalf of the First Nation



Chief



Executive
Director

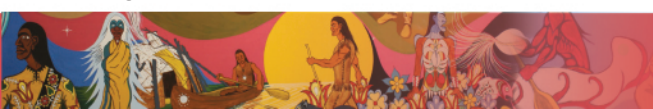
The accompanying notes are an integral part of these financial statements



Mississaugas of the New Credit First Nation
Consolidated Statement of Operations and Accumulated Surplus
For the year ended March 31, 2017

	2017 Budget (Note 23)	2017	2016
Revenue			
Indigenous and Northern Affairs Canada	6,303,590	7,546,890	5,933,756
Health Canada	852,017	844,517	856,515
Canada Mortgage and Housing Corporation	63,976	114,141	62,673
Aboriginal Labour Force Development Circle	405,174	464,740	384,214
Ministry of Community and Social Services	779,743	617,655	675,629
Ministry of Children and Youth Services	443,270	654,887	444,754
Ministry of Health and Long-term Care	214,115	207,886	211,264
Ministry of Education	679,710	642,070	633,034
Income from portfolio investments	-	351,488	447,153
Ontario First Nation Limited Partnership revenue	-	1,200,579	1,054,548
Toronto Purchase Trust revenue	-	6,152,530	7,636,991
Community Trust Land Claim Fund revenue	64,000	730,057	1,032,548
Sales from business enterprises	-	12,296,680	13,138,751
Gain (loss) on investment in government business enterprise	-	283,381	(3,096)
Other income	9,350,231	6,155,787	5,063,260
Repayment of funding	-	(198,702)	(90,318)
Deferred revenue - prior year (Note 13)	355,624	355,624	1,170,087
Deferred revenue - current year (Note 13)	-	(795,733)	(355,624)
	19,511,450	37,624,477	38,296,139
Program expenditures			
Council administration	2,424,200	8,022,975	12,218,727
Public works and housing	3,354,767	2,683,501	2,373,946
Economic development	1,931,054	1,485,658	1,654,137
Health and social services	3,188,273	2,687,611	2,674,361
Education	4,539,448	4,395,739	4,067,357
Land, membership and research	448,515	404,248	375,376
Childcare	1,132,447	1,143,827	1,009,758
Employment and training	-	326,397	281,245
Consultation and accommodation	2,137,122	1,989,477	1,420,529
Business enterprises	-	11,872,183	12,802,654
Amortization of tangible capital assets	-	1,232,638	1,169,707
	19,155,826	36,244,254	40,047,797
Surplus (deficit)	355,624	1,380,223	(1,751,658)
Accumulated surplus, beginning of year	50,005,715	50,005,715	51,757,373
Accumulated surplus, end of year	50,361,339	51,385,938	50,005,715

The accompanying notes are an integral part of these financial statements





Mississaugas of the New Credit First Nation
2789 Mississauga Road RR 6, Hagersville, Ontario N0A 1H0



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