



2017-2018 Annual Report

Mississaugas of the New Credit First Nation

2017/2018 ANNUAL REPORT

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MESSAGE FROM CHIEF R. STACEY LAFORME

Aanii:

As Chief of the Mississaugas of the Credit First Nation (MCFN), I am excited to present to our nation the 2017 – 2018 annual report, which highlights all the happenings in each department over the past year and displays the work of Chief and Council.

We have focused on changing the direction of the MCFN. We have moved forward on the strategic plan. Each Councillor now has a pillar that is the key focus of their time as a Councillor. The more we engage and educate Canadian society about the traditional and treaty lands of the Mississaugas of the Credit, the more demands this places on MCFN and the more opportunities it creates. We have to be able to respond to those demands as we deem necessary and take advantage of those opportunities.

The strategic plan we ratified last fall allows us to respond and work together in an efficient manner that we have not been equipped to do in the past. The strategic plan is all about empowerment. Empowering the Chief and Council, empowering the staff and empowering the membership. The plan is a long-term vision that will see us into the future and is our path to self-sufficiency. The plan is all about being proactive as opposed to reactive. It is about teamwork and accountability, and it will set the direction of this nation for many generations to come. It is imperative that as each Councillor develops the pillar that they involve the membership in setting the goals and vision for future generations. If you have ideas, contact the pillar lead or attend the meetings that they and their team will be scheduling to meet with membership. This will not be an easy transition as it requires a lot more of each councillor and it requires more of all staff and it requires more of the membership.

We have been busy over the past year in all areas but a key focus has been on land rights submissions. You are probably aware of the Rouge Valley claim and the Water claim that MCFN has submitted. This past year we have submitted two more claims - one in Mississauga and one in Burlington, and we continue to review other possible claims for submission.

We are working diligently to get everything shovel ready when it comes to completing the waterline. This means the next time we meet with Canada about the waterline, it will be about the funds needed by our First Nation to do the actual physical work to complete the line. The expansion of Lloyd S. King School has been delayed, not by Indigenous Services Canada (ISC) but by communication issues between the parties involved in the planning process. In fact, ISC has been very helpful in this process.

The election law that we are developing is delayed, as well, based on the fact that the old election code and the proposed code was not reflective of the new strategic plan and didn't have a section to deal with Chief and Council if issues come up during their term in office. I would like to see a number of elders or respected citizens be appointed to make decisions about a member or members of Chief and Council when they are not behaving as leadership should. Currently, there are no provisions in place to inform any member of Council if they are behaving in a manner not in keeping with the Nation's values.

We are looking at an MCFN security team that can work in the treaty lands of the Mississaugas. We are looking at peacekeepers in the community. We are reshaping Social and Health so that when we receive funding, MCFN will decide where that funding is best utilized, as opposed to being a line item under federal and provincial policy. We are working with Brant Family and Child Services to better our relationship with each other. We have a protocol with Brant FACS, but we need to do more and given the size of MCFN, it is difficult to have a stand-alone Child and Families Services division. We also want to see an appeal board put in place that is not made up of Chief and Council. There are many more areas to cover and I am sure you will see them under the separate sections of this report.

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

Chi-miigwech
Chief R. Stacey Laforme

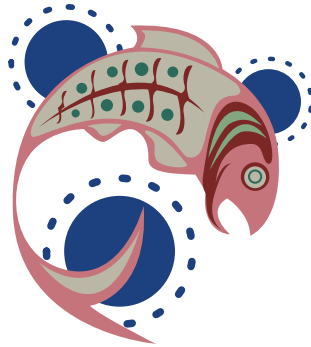


COUNCILLOR REPORTS

Councillor Larry Sault

Pillar One - Inclusive prosperity, economic growth and job creation

Newly elected in December 2017



Having approved 'Trailblazers' the Mississaugas of the New Credit First Nation Strategic Plan, Council's next step in the process is to establish Committees relating to each of the Seven Pillars.

Each of the seven Councillors shall take the lead in one of the Seven Pillars. The Seven Pillars and the respective Councillor taking the lead are as follows:



SEVEN PILLARS						
1	2	3	4	5	6	7
Inclusive prosperity, economic growth & job creation.	Nation Well-being & wellness.	Environment & sustainability, stewards of our air, land, water & natural resources.	Education & Awareness.	Striving to be an independent & sovereign people.	Infrastructure, community & membership development.	Inclusive leadership & governance.
Councillor, Larry Sault LarryS@mncfn.ca	Councillor, Evan Sault EvanS@mncfn.ca	Councillor, Cathie Jamieson CathieJ@mncfn.ca	Councillor, Veronica King-Jamieson VeronicaK@mncfn.ca	Councillor, Erma Ferrell ErmaF@mncfn.ca	Councillor, Stephanie LaForme StephiL@mncfn.ca	Councillor, Bill LaForme Bill.L@mncfn.ca

Band members & non members who are interested in participating as a resource to one of the above Seven Pillar Committees are asked to email their 'Letter of Interest and Resume' to the respective Pillar Councillor.

Or send mail hard copies to:

MNCFN Administration

Pillar Committees Office Clerk

2789 Mississauga Road, RR# 6 Hagersville ON N0A 1H0

Councillor Evan Sault

Pillar Two - Nation well-being and wellness

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

As a councillor, I continue to be honoured to represent our MNCFN members at various tables. Under MNCFN's strategic plan I hold the pillar for Nation Well-Being and Wellness. I ensured our voices were heard by serving as Chief's Proxy for the Chiefs of Ontario (COO) Special Chiefs Assembly on Child Welfare and at Assembly of First Nations (AFN) Special Chiefs Winter Meetings.

It was also a privilege to welcome guests to Mississaugas of the Credit Treaty Lands and Territory during the opening of both the Annual AFN Health Summit and the Annual COO Health Forum in February.

As chair of MNCFN's Major Events Committee (MEC), I would like to congratulate and recognize the hard work of our MEC members and the many volunteers and athletes who represented our amazing community at many events throughout the year including the Invictus Games and the North American Indigenous Games. Our contributions helped make these events successful and brought awareness of our Mississauga Nation, and Indigenous peoples, to thousands of people.

This term, I have also joined MNCFN's negotiations team where we are working hard to ensure our Indigenous and treaty rights are upheld and respected under the duty to consult. This is a focus to carry throughout our lands.

Much of my time during the fiscal year had been spent here at home, participating in community events where I can meet face-to-face with our members to discuss what is important to you and your families. I was master of ceremonies at many events like the community picnic, Halloween and Christmas parties, Caring Together Weeks events and the annual DOCA FLR-Appreciation banquet. I always appreciate community participation at the MNCFN monthly gatherings too and hope to see more of you come out to engage over the next year.

Looking ahead, I will continue to advance the MNCFN strategic plan which was approved in the second half of the fiscal year. Please know that I am always available to talk about matters affecting our community, particularly as they relate to Education and Social Services, for which I continue to co-chair.

Best wishes,
Councillor Evan Sault

Councillor Evan Sault
Mississaugas of the New Credit First Nation
Cell: 905 869-5767



Councillor Cathie Jamieson
Pillar Three - Environment and sustainability, stewards of our air, land, water and natural resources

Newly elected in December 2017



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Or send mail hard copies to:
MNCFN Administration
Pillar Committees Office Clerk
2789 Mississauga Road, RR# 6 Hagersville ON N0A 1H0

Councillor Veronica King-Jamieson Pillar Four - Education and Awareness

Aaniin Nanaboozhoo, Veronica King-Jamieson, B.Ed., OCT **ndizhnikas Mukwa dodem niinda'aw Enh.**

It is an honour and with pride to share that I've accepted the roles and responsibilities for:

Alternate in the absence of Chief, to chair Regular/Special Council meetings and other opening remarks and meetings, within our Treaty Lands and Territory of Mississaugas of the Credit.

- Pillar 4 Councillor Lead on the Education and Awareness Pillar as per the "Council strategic plan"

Priority - MNCFN Education Authority

Priority - First Nations education curriculum

Priority - Research on a progressive Ojibway Language program here at MNCFN

- Highlights: building relationships with Education Boards, committees and groups in the surrounding cities; Youth Matter initiative and other youth initiatives; youth exchanges with the other Mississauga Nations; youth celebrations, and sessions on land-based teachings about living off the land and our art mural (our story). Please contact me for information on this initiative. Chi miigwetch.
- External appointments: Brantford Family and Child Services Board and Advisory Youth Committee: highlights on Jordan's Principal, trauma, mental health, and drug-related issues as it relates to learning and child development.
- Delegated to the Indigenous People's Court, where in December 2017 I applied for funding through the Ministry of the Attorney General, Indigenous Justice Division, to host a two-day event about the impacts on Indigenous People with a Court/Truth & Reconciliation Commission in July 2018. I hosted four sessions in four directions within our Treaty Lands and Territory of the Mississaugas of the Credit.

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

In addition, 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 the Mississauga Nationhood, Chiefs of Ontario, Assembly of First Nations, Truth and Reconciliation Commission (TRC) and the 94 Call to Actions items. Please read our newsletter for monthly updates on the topics of meetings we attended, and other documents on our MNCFN Web site as maintained by the Media and Communications Department: www.mncfn.ca.

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 and awareness of who we are, our history, our culture, and our stories about Mississaugas of the Credit. Please call, text or email me on any issue. Contact information: Ph: (905) 869-5753. Email: veronicak@mncfn.ca. **Chi Miigwetch Baamaapii.**

Best wishes

Veronica King-Jamieson



Councillor Erma Ferrell

Pillar Five - Striving to be an independent and sovereign people

During the months from April 01, 2017 to December 15, 2017, I was appointed as the Co-Chair for the monthly finance meetings.

I viewed my responsibility to the Mississaugas of the New Credit First Nation Membership, was to ask questions on our finances, and seek supporting documentation when it was required to ensure we followed proper accounting procedures.

After the December 2017 elections, I was appointed as Chair of the monthly finance meetings. At our monthly meetings, I continue to seek answers on our finances; (a) are we following best practices in accounting? (b) is supporting documentation provided? (c) are the motions & directions of the MNCFN being followed to protect our finances?

When questions on our finances require a more detailed explanation, a meeting is arranged with the Finance Chair, Co-Chair, the MNCFN Finance Director, and on occasion members of the finance staff are asked to attend a special meeting to provide financial information.

On April 11th & 12, the Scugog First Nation Chief & Council hosted a Nationhood meeting. I attended along with the Chief and other Councillors from MNCFN.

What is a Nationhood meeting? We have been meeting with other Mississauga Nations since October 2014; Mississaugi (located near Blind River), Mississaugas of Alderville, Mississaugas of Curve Lake, Mississaugas of Hiawatha, Mississaugas of the New Credit and the Mississaugas of Scugog. We are meeting anywhere from once or twice a year. Our goal is to work with our Sister Nations to present to the government areas where we have the same issues, health care, education, culture, language and more.

In reference to the Assembly of First Nations and the Chiefs of Ontario, I attend when it is a special meeting or when we do not have any other Councillors available to participate in the meetings. In April 2018, I attended a special Chiefs of Ontario meeting after the former Regional Chief visited our First Nation, inviting our First Nation Chief and Councillors for their support on the issues within the organization that require restructuring.

Other meetings outside of our First Nation that will directly impact our finances, or an information session on finances I will attend.

My role in relation to our strategic plan is Pillar #5, which is an outreach strategy to provide information on who we are as a First Nation, which includes our history.

Councillor Veronica King-Jamieson is the lead for Pillar #4, and occasionally invites me to attend her Pillar 4 meetings. NOTE: All meetings are open to all members of our Chief & Council and can provide their input.

I will continue to speak as truthfully as I can at our meetings to advocate for our membership, our records, and especially our finances.

Best wishes,

Councillor Erma Ferrell



Councillor Stephi LaForme

Pillar Six - Infrastructure, community and membership development

Greetings MNCFN Members:

My apologies for not having my updates in the last few newsletters. My pillar is “infrastructure and community development” and working with the Director of Public Works, Housing Director and the Economic Development Directors. My Pillar requires having that working relationship on what the needs are for the community and getting the community involved with projects and building capacity within our Community.

Over the past year, a lot of time has been spent in meetings with potential business partners, lawyers, consultants on various projects and getting the MNCFN Business Corporation up and running, which is now operating.

Other than Chief and Council’s regular Monday meetings, I also attend outside meetings/conferences such as First Nations Energy Summits, First Nations Housing and Infrastructure conferences, and Economic Development conferences. As co-chair of Infrastructure and development, I also attend TARC monthly meetings and Economic Development Committee meetings.

Upcoming projects/projects on going:

- Updating Green Willow feasibility study
- Feasibility study for a Culture Centre
- Waterline
- Housing issues/emergency housing
- Updating Master Plan for MNCFN

Representation/Volunteer activities through the year are the following:

- Culture Committee - Pow wow
- Major Events Committee - Volunteering at information exhibit for events in and out of our Traditional and Treaty Territory
- Historical Gathering
- Moccasin Identifier Project

Please contact me if you have any questions or would like to be involved in any community development projects. Contact me at 905-869-5763.

Best wishes!

Stephi L. LaForme



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

Councillor Bill LaForme end of year update from December 2017 to March 31, 2018

After being elected to council in December, I had been given the following portfolio items:

- a) Pillar 7 Governance and Inclusive Leadership lead
- b) Co-chair for the Executive Finance meetings
- c) Patient and Family Advisory Committee board member for the West Haldimand General Hospital
- d) Native Horizons Treatment Centre board of directors member
- e) Committee lead for the Old Council House restoration, and
- f) Committee member with Councillor Evan Sault for the Armbruster Estate which is located in Mississauga

I have attended all of the regular and special council meetings since being elected.

Also during this time I had attended a meeting in Ottawa as part of a group from MNCFN, with members from INAC. This meeting was to go over the Governance work plan and to secure funding from INAC to work on the Governance exploratory talks.

Governance

Under the governance pillar, the council and unit directors have entered into exploratory talks about possibly becoming our own government and not to be bound by the Indian Act. Being our own government will allow us to create our own laws and codes and to be on the same level as the Federal Government when talking about funding for our First Nation.

This will only be possible with the input and understanding of the Membership as a whole. That being said, we will need to have the contact information for the membership so that we can involve them in the decision making.

As part of the Patient and Family Advisory Committee, the board had made up questionnaires and information pamphlets about the hospital and their services to better serve the patients and family in the hospital.

Best wishes,
Councillor William Rodger LaForme

Administration

Executive Finance Council

Chair: Erma Ferrell and William Rodger LaForme

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

Events and Cultural Coordinator: Caitlin LaForme

Proposal Writer: Lewis Staats

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
- Multi-Year Agreement Renewal
 - Completed the Management Assessment Workbook, and coordinated a meeting in the fall of 2017 with the Department of Indigenous Services Canada representatives and MNCFN Department Directors as part of the Multi-Year Agreement Renewal Risk Assessment Process
 - Provided a comparison of one year vs multi-year in terms of what was most beneficial to MNCFN
- Compiled annual budgets (and Own Source Revenue matrix) and work plans for Council review and approval
- Drafted Request for Proposals for Review of Communications for Council review and selection
- Health and Safety meetings and follow up
- Planning and participation in Council/Administration Night of Caring Together Week
- Impact analysis and recommendations to Council regarding Federal/Provincial initiatives
- Employee Christmas Fund
- The 'Additions to Reserve (ATR)' submission to Aboriginal Affairs and Northern Development Canada (AANDC) involving 42.8 acres (formerly the Kuiper property) follow-up with regards to the latest issues raised by AANDC which include:
 - Letters and meetings with Mayor Hewitt to hear (once more) Haldimand's concerns and reiterate the MNCFN



position

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

Human Resource Manager

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.

- Continual review and updating of MNCFN job descriptions and new descriptions as required;
- Posting, recruiting and screening various positions within the organization;
- Ongoing monitoring to ensure staff performance appraisals are completed as per policy;
- Organizational training in Safe Food Handling;
- 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;
- Submission of Reports to Pension Carrier and CRA;
- Liaison between staff and the Health and Pension carriers.

Culture and Events Coordinator

- Coordinator for Requests for Event Participation submissions for internal and external requests regarding MNCFN participation
- Coordinated Council's Monthly Gathering meetings with the membership
- Coordinator on behalf of MNCFN for the Mississauga Nation
- Lead Administration of the Major Events Committee and participated in events including the North American Indigenous Games, Invictus Games among other events
- Cultural Programming for community – Language Classes, Workshops and events, etc.
- Lead Administration on Ambassador Program

Proposal Writer

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

- Met with all MNCFN department Directors to get the top 3 (Capital) priorities from each department
- The list was to be presented to Council to come up with a Top 10 List of priorities
- Assisted in the LSK Expansion Study by contacting Two Row Architect on behalf of MNCFN
- Assisted the Cultural Committee on reviewing their funding proposals on file

Finance

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

- Assist departments with budget completion and variances follow up
- Ongoing Electronic Funds Transfer for Post Secondary students 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 are 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 pay outs for Wellness and Estate policies disbursements and audit reporting requirements
 - Provided general assistance related to Finance to the various departments as required, including:

Economic Development

- Winger repayment monitoring
- NC Gas and Variety came under MNCFN's centralized finance as of April 1, 2017

Public Works & Housing

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

Social and Health Services

- TPAR & AAR reporting –program reporting and reconciliation

Childcare

- AAR reporting – program reporting and reconciliation

Note:

2017-2018 Audit Summary is attached as Appendix A (the full 2017-2018 MNCFN Council Audit is available for review by MNCFN Band members at the AGIMAW GAMIG [new council house] and on the MNCFN website at www.mncfn.ca)



Department of Consultation and Accommodation

Infrastructure and Development Council

Co-Chair: Councillor Stephi LaForme

Co-Chair: Councillor Larry Sault

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

Caron Smith, Environmental and Regulatory Advisor

Joelle Williams, Archaeological and Environmental Assistant

Core Field Liaison Representatives - (Archaeological & Environmental):

For the fiscal year 2017/18 DOCA employed 24 total Field Liaison Representatives, all of whom are MNCFN Band Members. There are 12 "Core" Field Liaison Representatives (FLRs) who have been with the MNCFN since MNCFN began archaeological monitoring in 2012. These FLRs are the core group of FLRs for MNCFN-DOCA. These 12 "Core" 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 8 FLRs for the 2017/18 archaeological season. All FLRs worked until December 2017. All new FLRs receive archaeological monitor training and when feasible, DOCA arranges for Environmental Monitor and Medicinal Plant Identification training for new FLRs in an effort to alleviate the amount of work for those FLRs who already have Environmental Monitor training.

Office history:

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

MNCFN-DOCA's mandate is to engage with the Crown, Regional and Municipal governments, city 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 Treaty and Traditional Territory is vast and has been, and continues to be, affected by numerous and various developments, which impact our traditional territory, way of life, and sustainability of New Credit. While the MNCFN is not opposed to development, MNCFN does require that environmentally sustainable practices are being implemented in response to any concerns about the land, water, air, species-at-risk, and the health of its people. The MNCFN-DOCA requires that archaeological and environmental practices of the highest standards are employed, and respect and sensitivity to Indigenous cultural heritage is demonstrated in the conduct of this work.

DOCA is responsible for strengthening recognition of our heritage by increasing public awareness and by being directly involved in currently planned and future developments within MNCFN's Treaty and Traditional Territory. DOCA will assess and help alleviate impacts on our rights, land claims, and way of life by building relationships, and where possible, develop partnerships with the Crown and private sector proponents. DOCA also works to advance negotiations with major proponents for securing capacity funding for 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 the 2017/18 fiscal year, the DOCA Consultation Manager received and reviewed 1,679 notifications of projects in the MNCFN Treaty Territory.

In the 2017/18 fiscal year, DOCA was engaged in archaeological monitoring on 65 separate and distinct projects within the MNCFN Traditional Treaty Territory.

DOCA held four Open Houses in 2017/18 for proponents, archaeologists and environmental firms, to meet and interact with community members. All four events were very successful. For the four Open Houses, there were at least 6 proponents, archaeologists or environmental firms represented at each Open House.

As well as the "Duty to Consult" activities, in November 2016, DOCA was directed to draft and submit a three-year work plan and budget for submission to Indigenous and Northern Affairs Canada (INAC) for participation in the "Exploratory Discussions on Governance." This work plan 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:

The Archaeological Monitoring field season began in mid-April 2017. In 2017, 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
- Imperial Oil
- Sun Canadian Pipelines
- CN Rail
- Ontario Power Generation
- Parks Canada (Rouge National Urban Park)

Municipal Engagement:

- City of Mississauga
- City of Hamilton
- City of Toronto
- City of Brantford
- Peel
- Haldimand
- Vaughan
- Guelph
- Brant County
- Norfolk
- Niagara
- Halton
- Milton
- York
- Kitchener
- Flamborough

Beyond engagement with major proponents, DOCA also deals with a number of smaller proponents on smaller projects. Examples include: oil and gas pipeline integrity digs, routine road maintenance, culvert replacements and small construction projects. The MNCFN-DOCA Consultation Manager employs a triage system for identifying projects where DOCA requires full engagement. This triage system assesses the impact on MNCFN Aboriginal and Treaty Rights, if the project is near, or directly affects the MNCFN Treaty waters, the potential for significant Cultural Heritage Value, potential environmental impacts, potential species at risk impacts, and the size of the project.

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 operation. DOCA does not receive funding from Chief and Council. For the 2017/18 fiscal year, DOCA received \$90,000.00 in funding from the Province of Ontario under the "New Relationship Fund" (NRF). This funding is used to off-set costs associated to the Director's salary and assists with a variety of expenses as covered in the NRF budget. Total year-end revenue for the 2017/18 fiscal year was \$4,380,715.00 and ended the fiscal year with a surplus of \$1,248,546.00.



Education Department

Education & Social Services Council

LSK Education Authority

In October 2015, the Education Authority was dissolved. The Education Authority underwent a Comprehensive Evaluation prior to its dissolution. A final report was completed and sent to Chief and Council. Later that month the Director of Media and Communications was tasked with forming an internal task force to reorganize the LSK Education Authority. The task force was to use recommendations in the final report during the reformation. The Education Department was not included as part of this task force and only serves as a resource.

Throughout most of 2016 and into 2017 the Reorganization Committee has met to review the recommendations of the comprehensive evaluation and develop a new Terms of Reference. Members of the Task Force were on various leaves and work slowed. In 2018 the Director of Education was asked to provide an update during a Pillar 4 meeting and did so. Given this was tasked to another department the Director of Education did this to the best of her ability.

In September 2018 the task force met and Director of Education had stated that any new Board/Authority/Committee cannot function in the way that it did and its scope had to be extended to include lifelong learning. It was explained that the work of Pillar 4 could be included and/or function in that capacity as we would hope to see the new Board/Authority/Committee vision for the future of our education wholly. Further it was mentioned that functions of the Education Authority, such as personnel, are now covered under the Band Administration by the Human Resources Manager. Work will continue to ensure that we have structures that enhance programs for all levels of education.

Indigenous Services Canada (ISC) Reporting

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

Nominal Roll Reporting – Elementary and Secondary

LSK Elementary School – Enrollment 135 FTE:

Kindergarten - 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 - 135

Total Elementary - 135

Secondary School Enrollment - Enrollment 48 FTE:

Waterford District High School Enrollment - 2 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. Again, no new options are available. Costs for transportation and agreements will continue to be worked on in the upcoming year. For 2018 we successfully negotiated an Education Services Agreement with Grand Erie District School Board. This agreement will be effective September 2018-June 2023.

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:

103 MNCFN: 98 full-time, 5 part-time 55 TCU: 53 full-time, 2 part-time

Total number of post-secondary students unfunded (cancelled applications, double/triple applications for same period, no responses from applicants):

33 MNCFN: 30 full-time, 3 part-time 20 TCU: 20 full-time, 0 part-time

Additional Funding

Proposals were submitted to ISC and additional funding was obtained for improving school effectiveness, teacher recruitment and retention, and parental and community engagement.

The majority of the funding for teacher retention and recruitment and improving school effectiveness was secured to support additional training for the Lloyd S. King Elementary staff and supply staff.

Graduation Awards, Sponsored by the 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: Pamela Bomberly

Registered Early Childhood Educators:

RECE: Bonnie Smith

RECE: Shannon King

RECE: Terri Jo Johnson

RECE: Kristine Kerfont

RECE: Melissa Carter

RECE: Megan LaForme

RECE: Greg Montour

RECE: Shelby Riddell

RECE: Sarah Stubbs

License

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

Ekwaamjigenang is subject to an annual license renewal inspection by the Ministry of Education (MEDU). A renewed License was issued by MEDU on November 2, 2017 with an expiry date of November 2, 2018.

Number of families and children served

In the past fiscal year, the Ekwaamjigenang Children's Centre served 41 families and 52 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 Peterborough.

Playground

As per the Child Care Early Years Act, a certified playground inspector inspects all playground equipment annually. The playgrounds were inspected on May 3, 2017. It was once again recommended that we remove the swing set frame from the preschool playground. All other areas were noted to comply with the CSA Standards with the exception of the height of the one slide in the preschool playground (which is noted every year and has not posed an issue).



Outside meetings/development

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

The Education Director along with the ECC supervisor submitted and secured a funding proposal with the Ministry of Education called the "Journey Together: Ontario's commitment to Reconciliation with Indigenous Peoples". Funding was used to hire a consultant to organize and host community and staff consultations. These meetings focused on gathering community and staff input on what they wanted to include for an on-reserve child and family program. The Ministry of Education approved our proposed child and family program in principle pending confirmation of a location to house this program.

Chief and Council approved a proposed Journey Together business plan from Haldimand Norfolk County to operate an Indigenous-led Child Care Centre and EarlyON Child and Family Program to be opened at the Hagersville Secondary School. This program is funded through the Ministry of Education's Journey Together Initiative.

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 Life Long 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 early learning and care is achieved through the use of our pedagogical approaches with families, staff and children. Through this approach, staff are guided to follow our program statement and philosophy.



Employment and Training

Michele King, Employment and Training Coordinator

I have implemented some changes that try to reflect more accurately what our First Nation's priorities should be. The priorities for the New Credit Employment and Training are:

Priority 1 – Grade 12, Academic Upgrading, GED

Priority 2 – Employment Assistance – Direct Course, Targeted Wage subsidy, Job related training and job requirements ie F license, CPIC, safety apparel, driver's education

Priority 3 – Environmental/Cultural – various projects and employment opportunities within the Nation that reflect the current needs of community

We also fund clients wishing to learn our traditional language

Priority 4 – Skilled Trades/Apprenticeships – long term, multi-year commitments for apprentices, skills training for a variety of careers such as welders, machine operators, inspectors

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

Priority 6 – Entrepreneurship - supporting our members with small businesses that require some training, (ie business training, working at heights) and support as they take their business to next level with Self Employment Assistance

Statistics for April 1 2017 to March 31, 2018

El Interventions –

7 Entered

7 Completed

CRF Interventions

44 Entered

44 Completed

El Interventions –

4 - Males off reserve

2 - Females on reserve 1 Female Off-Reserve

CRF Interventions

10 - Males on reserve 9 - Males off reserve

15 - Females on reserve 10 - Females off reserve

Again we have assisted students in high school and post secondary with summer employment opportunities in various departments within the First Nation organization and local employers.

We consistently have 2 Day Camp Assistants, 2 Grounds Maintenance Workers, 2 Heritage & Culture Coordinators, 1 Child Care Assistant, 1 Library & story teller project, 1 TRCDC Business Support, 1 Finance Assistant. We receive a small amount of funding from Canada Summer Jobs for the Cultural Coordinator.

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

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

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

In October of 2017, Employment & Training approached the Economic Development office to rent the former Country Style unit at the commercial Plaza. We paid a nominal rental fee and brought in a single cashier, and 8 business owners for a Holiday Pop Up Shop. It was a pilot that was quite advantageous for our business owners to get their name out there and showcase their business in a retail setting.



Housing Department

Infrastructure and Development Council

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

Staff

Lorraine LaForme, Housing Director

Raymond Hill-Johnson, Technical Resource Manager

Alicia Maracle-Sault, Housing 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. The 2017/2018 Housing New approvals deferred and will start construction this year (2018).

Lender Loan Pilot Project

No Lender Loan applications submitted for the 2017/18 year.

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

The HRRS Program for Existing Homes On-Reserve provided financial loan assistance to eleven (11) individuals for the health and safety of the occupants and to prolong the life of the home for 15 years. Five (5) of the ten (10) were emergency repairs, two (2) of which were senior.

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

Completed - one (1) RRAP for Band Owned Property, (1) Retrofit for Senior/disabled

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

*Four (4) files for approval remain with CMHC awaiting approval.

Capacity Maintenance Development –INAC Funding

Several workshops conducted pertaining to home maintenance, HRV balancing, etc. and on site demonstration regarding HRV balancing. This was open to all Community members as well as staff and tenants.

Immediate Needs – INAC Funding

This allowed for the Band-owned 5 Plex - 2 story rentals to be retrofitted for energy efficiency - upgraded to LED lighting, highboy toilets, etc.

TRM (Technical Resource Manager) & TR Intern Assistant Inspections

MNCFN HRRS Program –

- Eleven (11) initial HRRS inspections for existing homes that resulted in eleven (11) Specification Reports with numerous follow-up inspections completed.
- Twenty-four (24) year-end inspections completed consisting of eighteen (18) Townline Estates rental units, five (5) Eagle Lane subdivision homes, and one (1) Band-Owned rental unit.
- Also accompany the OFNTSC (Ontario First Nation Technical Services Corporation) pertaining to mandatory



Housing New inspections & OHZI First Nation inspections pertaining to CMHC Programs. Mandatory rental Move-in/Move-out inspections conducted when required.

North subdivision (Eagle Lane Estates)

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

Housing committee

A Housing Committee formed to address housing within the MNCFN First Nation. Topics of discussion are Emergency housing, additional 5 plex, Senior housing.

Townline estates rental units

5-Plex (Band-Owned)–replacement of siding, soffit, fascia, caulking, deck repairs, tree removal from decks.

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

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

Townline Estates 3 year Grass Cutting Contract

The three-year grass cutting contract is in the 2nd year and has been reduced due to the fact the Garden/playground area is now separate.

Heating Maintenance Servicing year to year

The heating maintenance servicing is being conducted on an as needed basis through a local contractor. The MNCFN is on the preferred client list and is being serviced 24/7.

Townline Estates Playground/park area year to year

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

Maintenance plans for all rentals section 95 units

Maintenance Software (ASAP) was purchased through the Capacity Maintenance dollars received from INAC. The TRM and the TR Intern Assistant are getting familiar with the software in hopes of doing all the year end inspections as well as home inspections on tablets. This software for maintenance will track your homes as well as the rentals. It also tracks concerns/complaints, suppliers, tenant history, maintenance, renovations, pictures, and work orders and any other outstanding items when doing final inspections.

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

Webinars (offered free by CMHC)

None to date.



Training:

- Strategic Planning - Design Thinking
- Ferrus Computers (ASAP software) demonstration – Housing Staff
- Standard CPR/AED Level C – HD & Housing Intern Assistant
- Strategic Plan Workshops – Senior Staff w/ Council
- Food Safety Handler Training Program – All Housing Staff
- CMHC Round Table Discussions – TRM and TR Intern Assistant
- Project Management Training – TRM & HD
- Building & Renovating to Avoid Mold – TRM & TR Intern Assistant

Revisions to agreements

Revisions for Agreements deferred from last year. The Housing Department with the MNCFN Legal Advisor revising all Agreements with one overall Housing Policy with Appendices for each program offered under Housing. Townline Estates Lease Agreement to be revised to address Emergency Housing or the point system added to the Agreement.

Housing 911 map update

Mapping for MNCFN updated every five years. 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 allocated back to the band member once their allotment paid in full.

Reporting requirements

- Completed and submitted all required reports to INAC (Indigenous and Northern Affairs Canada) for additional funding received last year – Capacity Maintenance Development Funding and Immediate Needs funding.
- 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. Assist Director of PW with the Housing part of this Report.
- CMHC Reporting completed for Retrofit, RRAP, and HIFFNIY (Youth Interns).



MNCFN ANNUAL REPORT

LANDS, RESEARCH & MEMBERSHIP

FISCAL YEAR: APRIL 1, 2017 – MARCH 31, 2018

STAFF

NAME	POSITION
Margaret Sault	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 	81 439 7 9 0	
2	RLEMP (Lands) <ul style="list-style-type: none"> Transfers Allotments Leases (Agricultural, Ontario Hydro, NHTC) Surveys 	36 6 4 6	
3	RESEARCH (Lands) <ul style="list-style-type: none"> Land claims (Treaty 22 & 23 & Rouge Valley) ATR (Kuiper Property) Aboriginal Water Title Between the Lakes Purchase 1784 		<ul style="list-style-type: none"> Rouge Valley claim submitted On-going Submitted Research started
4	COMMUNITY WELLNESS <ul style="list-style-type: none"> Applications received Applications processed <i>(9 partial applications unclaimed = \$3,075.03)</i>	2407 2404	\$4,808,000.00
5	DONATION POLICY <ul style="list-style-type: none"> Applications for Reimbursement of Registration/Lesson fee Applications for Event Funding 	101 34	\$23,953.08 \$25,531.86
6	ESTATE POLICY <ul style="list-style-type: none"> Applications Received Applications Approved Applications Rejected/Pending 	17 17	\$170,000.00



7	RESIDENCY REQUESTS <ul style="list-style-type: none"> • Applications Received • Applications Approved • Applications Rejected/Pending 	0 0 0	
8	BY-LAWS <ul style="list-style-type: none"> • Zoning By-Law Amendments • Animal Control • Intoxicants • Trespassing • Residency 	1	
9	MATRIMONIAL REAL PROPERTY (MRP) <ul style="list-style-type: none"> • Developing Law • Community Information Meetings for input • 	0	First draft done, revisions made
10	HISTORICAL GATHERING <ul style="list-style-type: none"> • Planning • Registrants • 	184	
11	ELECTIONS <ul style="list-style-type: none"> • Developing own Custom Election Policy • Held Community meetings for input • Held referendum on vote 	On-going N/A	
12	OTHER DUTIES <ul style="list-style-type: none"> • • • • 		



Media and Communications

Reports to Executive Finance Council

Staff/Position:

Deanna Dunham, Director, until December 2017

Donna Duric, Content Writer until December 2017

Donna Duric, Acting Director, December 2017

Caitlin Laforme, Culture and Events Coordinator, until August 2017

Tiffany Racette, Minute Taker, until September 2017

Jacquelyne Martin, contract Media and Communications Coordinator starting September 2017

Jeanette Cossaro, contract Media and Communications Assistant starting August 2017

Purpose:

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

Overview of Operations

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

- I. Our flagship publication, the Eaglepress Newsletter. We publish about 32 to 40 pages monthly in a full-colour newsletter. The newsletter includes a chief's message, job postings, departmental updates, chief and council updates, community initiatives, committee and appointment updates, and event ads and notices. Each month the newsletter also covers news stories and feature stories about MNCFN and community members. It is published online at the end of every month on the mncfn.ca website and MNCFN Facebook page. Content submission deadline is the third Friday of every month. The newsletter is published before the first day of the following month (i.e. the February newsletter needs to be published online and mailed out to subscribers before February 1).
- II. Social media sites such as Twitter, YouTube and Facebook. These are great tools for disseminating immediate information and notices that can't wait to get out to the community when the newsletter is published. It is useful for its immediacy and the fact that many people can share the information on Facebook with their friends and family who don't have a social media account almost immediately via word of mouth. We also have an events calendar on Facebook that we use to advertise upcoming events to the community.
- III. The mncfn.ca website. The website contains a lot of permanent information about each department, the community, the First Nation and its history and treaties, contact information for chief and council, along with an events calendar letting community members know about upcoming events.
- IV. Interoffice or all-staff emails are helpful to provide people reminders and information about upcoming notices, issues or events affecting staff.
- V. Weekly flyer distribution to all on-reserve members. The flyers are sent to all households on the reserve every Wednesday (in mailboxes by the next day on Thursday) and consist of notices, events, job openings, etc. It's an extra tool of communication for people who may not be connected to the internet, Facebook or our Web site.

What we communicate:

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

Other Responsibilities

- Respond to media inquiries and direct them to the appropriate person. The Chief is usually the spokesperson for the community. This will be finalized in the Media and Communications Policy in 2018. At other times, councillors have acted as spokespeople for the nation. We prep the chief and/or council/councillor for the media inquiry with a list of questions from the reporter and what his or her deadline is.
- Train and provide ongoing support for MNCFN personnel on various communications-related topics.
- Compile and publish the MNCFN annual report, which is to be made available to the community via the website, mailout, and before the end of the calendar year.
- Develop and provide marketing materials for promotions, events, policy statements, and key messaging such as banners, posters, etc.
- Assist with the wording and proofreading of policy statements, letters, etc.
- Develop and ensure all written communications adhere to brand guidelines (colours and themes are recognizable and consistent, proper logo usage, etc.). Colours used in marketing materials are from the LSK mural.
- Videography and photography services for events, website images, community requests for photography, etc.
- Record monthly gatherings via video and upload the videos to YouTube and the website for member consumption. Monthly Gatherings are also livestreamed to our closed and private Facebook group called "MNCFN Membership". Note that these videos are private due to the confidential nature of monthly gatherings and are available for members only who have registered on the website or Facebook group as a band member using their band registration number. There is a feature on YouTube that allows us to keep those videos private from the public but available to MNCFN members.
- Respond to community and public inquiries via Facebook, email, phone calls, etc. and direct the inquiries to the appropriate people if our department can't provide the answers immediately.
- Respond to general public inquiries about MNCFN.
- Process MNCFN logo usage applications and assist the public with territory recognition statements.
- Advocate for proper representation of MNCFN in all areas of civic life in Canada (government, schools, non-profit organizations, sports, entertainment venues, etc.).
- Coordinate media relations opportunities and photo ops for MNCFN events through press releases.
- Write speeches and letters for chief and council as required.
- Write and release statements on behalf of the Nation, Chief and Council on matters of importance and public interest.
- Ensure all written communications are free of errors and typos and are professionally formatted.
- Proofread documents and written communications as required.
- Assist other departments with communication needs and advise them on media-related issues.
- Design in-house all materials that require graphic design: events, notices, pamphlets, annual reports, the Eaglepress newsletter, etc. through our media and communications coordinator/graphic designer.



- Post information to the website, and maintain the flow of information to the website.
- Increase positive public awareness of MNCFN through development of positive relationships with media, both local and national. Seek out media opportunities and send press releases for political statements and events that promote MNCFN and its objectives.
- Monitor the media and web for any news regarding MNCFN and pass the information on to chief and council for an appropriate response if required. Post positive news about MNCFN to our Facebook page and Website and Eaglepress Newsletter.
- Liaise with the general public, organizations and governmental officials as needed and provide education as needed on MNCFN issues and policies and objectives.
- Provide professional and courteous service to the community, general public, media, chief and council, and other staff and departments.
- Create and implement a communications strategy in 2018 that will help ensure the long-term goals and vision and mission of the First Nation are met.

Updates:

- August 2017: The Culture and Events component was removed from the department and made its own separate unit
- August 2017: The Major Events Committee, previously under the purview of the former MCD director Deanna Dunham, was moved under the purview of the Culture and Events Coordinator/Department
- In December 2017, Donna Duric became Acting Director of the department
- September 2017 – the Minute Taker position was removed from the department
- December 2017: The department's first-ever annual Year-End Holiday Edition of the Eaglepress Newsletter was created and distributed to positive reviews. It will become an annual, ongoing edition
- The Eaglepress Newsletter increased its focus on community members, and covering community news and community events
- A private, closed Facebook group called MNCFN Membership was created in January 2018 to allow MNCFN members to view private livestreams of the Monthly Gatherings at the Community Centre
- Department relocated to the old schoolhouse at 468 New Credit Road (old Lands, Research and Membership office) in January 2018 due to health and safety concerns at our previous building (the old school)

Statistics During the Fiscal Year:

Newsletter:

Eaglepress Newsletter print copies and subscribers: As of March 31, 2018, there were over 700 subscribers to the print edition of the Eaglepress Newsletter

Facebook page:

- Facebook page likes/followers: 1,800
- Followers: 75% women; 25% men
- Most popular age group following our page: 35-44 years old
- Followers from 19 different countries
- Top four cities containing the most of our followers: Toronto, Hamilton, Brantford, Hagersville
- 953 minutes of video views on our page during the fiscal year
- 3,400 video views in the fiscal year, an increase of 437% from the previous fiscal year



- Time when page followers are most likely to be online and view our posts: 9 p.m.
- Highest audience reach: Nov. 18, 2017 with 8,900 people reached.
- Average reach: 3,000 people a week

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

- 448 members from Canada
- 28 from the United States
- One from Mexico
- 63 per cent of group members are women; 35.8 per cent are men
- Most popular age category of membership: 45-54 years old
- Most popular day of week for engagement: Saturday, with an average of 35 posts, comments and reactions
- Average number of viewers who tune into livestreams or watch the videos after the livestream: 200

Areas of concern:

- LED sign in front of Social and Health Services broke and the department was in the midst of getting contracts finalized for a brand-new sign at the time of this report
- WiFi signal is weak at community centre, resulting in poor livestreaming of Monthly Gatherings on our Facebook group
- Reaching ALL members continues to be a challenge, especially ones without an Internet connection, computer, or those who live off-reserve
- Website navigation needs to be made easier - this is being addressed in late 2018

*All of these are currently being worked on and ironed out by the department staff in conjunction with other organizational staff and Chief and Council

Current projects:

- Implementation of communications strategy, policy and procedures
- YouTube updates from Chief and Council
- Fixing up mncfn.ca website
- Creating a website solely for LSK elementary school
- Creating an online store for our promotional materials
- Creating revenue for the department



Public Works Department

INFRASTRUCTURE & DEVELOPMENT COUNCIL

Chair: Councillors – Larry Sault, Stephanie LaForme

STAFF:

Public Works Director – Arland LaForme

Public Works Assistant - Brandy Vinnai

Infrastructure Maintenance Worker - Craig King

Community Centre Caretaker – Leo LaForme

Infrastructure Manager – Brandon Hill

Infrastructure Manager Assistant – Matthew Sault

LSK Caretaker/Maintenance - Trenton Hill

LSK Caretaker – Christopher Sault

CUSTODIANS:

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

Rumpus Hall/Adm Bldg 1 - Lorraine Sault

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

Ekwaamjigang Children's Centre – Jerry Martin

INFRASTRUCTURE

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

Buildings/Grounds – Routine maintenance of grounds/parking lots that included grass cutting and snow removal performed on an ongoing, as required basis. Maintenance to the band-owned buildings was performed on a regular basis with numerous repairs completed throughout each building. Annual fire extinguisher services were performed on all band-owned buildings. A number of Health & Safety items were also included in the regular duties of maintenance to ensure the buildings are safe for all occupants and visitors.

Projects included.

- Agimaw Gamig Administration Building – Solid wood doors were installed throughout the building for additional security in office space.
- Admin. Building 1 – An assessment was conducted on this asset which determined the occupants were at risk for of a potential health & safety issue. MNCFN authorized the asset be demolished and move ahead with plans to construct a new Administration Building within the "Core Area" to accommodate expanding departments.
- Rumpus Hall / Library – A new security system was installed and added to the monitoring account with Damar Security.
- Admin. Building 2 – New stairs to the basement were installed in addition to a 20amp plug for a new photocopier.
- Council House – Routine maintenance performed on an as required basis for this asset.
- Roads Garage – A new garage door and frame structure replaced in addition to the eaves troughs/downspouts and an exhaust vent for the radiant tube heating unit.
- Enterprise Building – Existing garage door replaced with a new energy efficient unit. In addition, a second door installed in the north-end bay to provide additional equipment storage.



- Community Centre – Water issue and Eaves trough re-routing has been addressed at entries. New Barrier-Free parking signs installed.
- Maamwi Gnaawending (Social and Health) – Address fire separation issue in stairwell in addition to new flooring and reception desk installed.
- Lloyd S King Elementary School – Mechanical unit cleaning maintenance performed on rooftop units, circulation pumps replaced for hot water distribution. All corridors and doors paint touch ups throughout the entire school was completed.
- Public Works Department oversaw the completion of renovations of the Kuiper Property at 4065 Highway #6 to complete renovations to accommodate Department of Consultation and Accommodation (DOCA) and Lands, Membership & Research Department.
- Powwow Grounds – PWD utilized summer students to assist the Powwow Committee and Cultural Committee to perform regular maintenance in preparation for annual event.

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

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

- Routine driveway and lawn maintenance at truck-fill station
- Public Works Department was authorized to include information on the annual First Nations Infrastructure Investment Plan (FNIIP) submission into Indigenous Services Canada (ISC) for the planned expansion of the communal waterline inclusive of: Tuscarora Road #251, Second Line Road #136, Cayuga Road #272, former Green Willow Property and the Industrial Park.

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

Major work included:

- Lift Stations 2 – replaced control panel

Fire - Public Works Department oversees the Fire Agreement between Haldimand County & Mississaugas of the New Credit First Nation. For the purpose of this agreement, fire protection means and includes fire prevention and public education, fire suppression and life rescue from fire, life rescue from incidents or accidents other than from fire, basic first aid medical assistance at emergency sites, basic response for the suppression or containment of hazardous materials. 15 Occurrences detailed as follows: Open air 2, Medical 4, Structure Fire 1, Emergency Assistance 1, Motor Vehicle Collision 2, Remote Alarm 3, Burning Complaint 1 and Carbon Dioxide Alarm 1.

Solid Waste – 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 two (2) year extension to the contract with Halton Recycling Ltd. dba Emterra Environmental. April 2017 to March 2018 119.59 tonnes of garbage has been collected by



Emterra Environmental.

Recycling Program - April 2017 to March 2018 52.46 tonnes of recyclables have been collected by Emterra Environmental.

Tom Howe Landfill Site (THLFS)

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

- Leachate is any liquid that, in the course of passing through matter, extracts soluble or suspended solids, or any other component of the material through which it has passed. Leachate is a widely used term in the environmental sciences where it has the specific meaning of a liquid that has dissolved or entrained environmentally harmful substances that may then enter the environment. It is most commonly used in the context of land-filling of putrescible or industrial waste
- In 2017 – 70.5 million liters of leachate have been collected

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. This joint committee has worked through the first stage of a two (2) stage project to identify five (5) Flood Damages Centres (FDC) two (2) of which are located within MNCFN limits. Plans for the “construction stage” to rectify the issues will be forthcoming.

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

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

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



Social and Health Services Department

Reports to Education and Social Services Council

Staff:

Director: Rachelle Ingrao

Administrative Assistant: vacant

Receptionist/Secretary: Erin Clarke

Administrative Clerk: Shelda Martin

Community Health Supervisor: Margaret Copeland

Community Health Nurse (CHN): Margaret Copeland

Community Health Representative (CHR): Laura-Lee Kelly

Community Health Clerk: Janice Mt. Pleasant

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

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

Registered Practical Nurse (RPN): Frances LaForme

Personal Support Worker (PSW): Dayna Woodruff

Personal Support Worker (PSW): Melissa McGee

Personal Support Worker (PSW): Tara White

Home Care Maintenance Worker: Tim Maracle (June-Oct 2017)

Home Care Respite Worker: Joyce Truckle

Early Child Development Worker: Leslie Sault

Supervisor of Family Support and Mental Health: Yvonne Bomberry

Healthy Babies/Healthy Children: Elizabeth King

Family Support Worker: Tanya LaForme (April/May 2017), Lissa Lavallee (June 2017-March 2018)

Family Support Worker: Connie Henry

Family Support Worker: Patricia Jamieson

Mental Health Worker: Kari Sault (April-August 2017) Dawn Greer (Sept 2017-May 2018)

Children's Mental Health Worker: Karen Campbell

School Mental Health Worker: Nicola Gladwell

Community Support Worker/Supervisor: Shelly King

Community Wellness Worker: Hayli Sault (April- Sept 2017) Marie Sault (Sept 2017-March 2018)

Community Wellness Worker: Jesse Sault

Program Liaison Worker: Stephanie D. LaForme

Ontario Works Case Worker: Lindsay Sault (April-Aug 2017), Maria Scovino (Aug 2017-March 2018)

Employment Support Worker: Michelle LaForme

Fitness Coordinator: Zack Rose

Employment and Training: Michele King

Community Health Unit

Community Health Representative

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

- Weekly Water collection
- West Nile collections Summer months



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

Community Health Nurse

The Community Health Nurse (CHN): The Community Health Nurse completed the Education Program for Immunization Competences Certificate, Food Handling Certificate, Standard First Aid CPR, WHIMS 2015 Certificate, Introduction to Public Health Emergency Preparedness Certificate and Management Essentials Certificate.

School Immunization program (19), Healthy Children Immunization (6), Seasonal Flu Clinic (47). Note the Immunization Program was initiated October, 2017 after the CHN completed the Health Canada mandatory Immunization Competences.

Additional CHN duties carried out

- Supervision of Community Health Representative, Community Health Clerk, Healthy Babies/Healthy Children Program Coordinator, Early Child Development Worker and the Sports and Recreation Coordinator Contract Position.
- Prenatal nutrition, post-natal care, breastfeeding programming, Communicable Disease management, Adult Health Assessments, NIHB questions (5), Rabies Exposure Report (4), Pediculosis (head Lice) Checks at LSK
- Supervised Diabetes-related programming ADI/ADE funding including Registered Dietician referrals and Foot Reflexology, FASD programming, 0-6-year-old After School Programming, HIV/AIDS/STBBI programming, and Sports and Recreation programming.

Community Health Nurse attended other events, workshops and conferences related to the health and wellbeing of MNCFN; Chiefs of Ontario Health Forum, Best Start Conference, POW WOW, FASD workshops, SPCA conference, Caring Together Week, Historical Gathering, and Palliative Care. The CHN sits on the following committees: Indigenous Health Network, Haldimand Norfolk Sub-Region Anchor Table of the LHIN, Infection Prevention and Control (IPAC) of Brant County Health Unit, Haldimand Norfolk Health Unit HARM reduction, and Cancer Care Reclaiming Well-being committee

Early Child Development Worker

During the 2017-18 fiscal year, the following activities were coordinated and implemented by the Early Child Development Worker; Traditional Parenting – summer (2 modules): winter (4 modules) – (12 families), Moccasin Making (5), Dolly Parton Imagination Library (66), Strawberry Picking and preserving (70), Clothing Give Away (60), Fathers' Day Breakfast (80), Grand Parents' Day (30 Families), Mothers' Day Event helped, Christmas Baking – cookie exchange (8), and Kids Cooking Program (6). The Early Child Development worker also assisted in coordinating the following health programs/events: Diabetes Event (25), Monthly Wellness Group meetings/activities (8), Nutrition Bingo June and December (150), Dietician (35), Sun Safety (78), Bike Rodeo (32), Car Seat Checks, Pet Wellness Clinics (200), and Monthly Head Checks at LSK (140)



The Early Child Development Worker also participated in the following events and programs within the health unit: water testing (April – October) as required, Family Fun Fest (FASD Event) Caring Together Week – Open House, HBHC Baby Fair, Breakfast with Santa. The ECD had also assisted other organization departments with the following programs and events: Community Picnic, Hallowe'en Party, March Break Camp, Summer Day Camp, Children's Pow Wow (ECC), Speeches (LSK), Earth Day Event(LSK).

After School Program: November 1st, 2017, as a result of organizational changes; the responsibility for the implementation and operation of the after school program for the 5-6 year olds was designated Early Child Development Worker. There have been 10 students registered for the program which ran 3pm – 5pm, Monday to Friday as of November 1st, 2017.

The Early Child Development Worker participated in the following training and workshops: Women and Tradition (London) and Diabetes with the Indigenous Diabetes Health Circle in Niagara Falls, Trauma Training.

Healthy Babies Healthy Children (HBHC)

The primary focus of the HBHC program is early intervention and education with new mothers. There were 21 births and 36 families accessing HBHC services in 2017/2018. This program helped new mothers and their babies navigate and access various services offered. During the 2017/2018 fiscal, the program focused on child development utilizing the Nipissing District Developmental Screening tool. There were a total of 256 visits provided. In addition, the following programs were offered: Car Seat Safety, Infant Massage (group and private), Bike Rodeo, Stars and Strollers, Baby Fair, Breakfast with Santa, Mother's Day Breakfast and a Father's Day Dinner. A Breastfeeding Support Group is held once a month and is co-facilitated with the Community Health Representative. Additional programs HBHC Coordinator assisted the Community Health Program with include: Family Walk at Crawford Lake, Nutrition Bingo, Lyme Disease Presentation, Blended Family Workshop and the Annual Health Fair. The HBHC Coordinator assisted with the Clothing Giveaway, Community Picnic, Caring Together Week and 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 ie. Nutrition, sun safety and set up a craft table at the ECC annual PowWow. The HBHC Coordinator sits on the Please Be Seated Committee for Haldimand-Norfolk counties. This committee is dedicated to car seat safety and performs periodic compliance checks collaborating with the Ontario Provincial Police.

Sports and Recreation Coordinator (2-year Contract Position)

A Full time, Community Sports and Recreation Coordinator (CSRC) with a background and experience in Therapeutic Recreation and Activation was hired in August 2017 with the official launch of programming beginning in September 2017. The priority identified in the application was to develop and facilitate programs to enhance the community's Physical, Mental, Spiritual and Emotional needs. The action plan was to increase active participation (projected 300) to March 2018 results of (463) by implementing sports and recreation opportunities. Physical activity opportunities goal (1,620) the March 2018 results (2,623). The CSRC was able to engage the community by offering unique and innovative programming which included the activities outlined within the grant application such as: Volleyball, Swimming, Basketball, Badminton, Swimming Lessons, Women's Self-Defense and Ball Hockey. Additionally, by engaging participants and community members regarding their unique recreation and leisure activity needs the following programming appealing to a greater number of community members was implemented: Fencing, Outdoor Education, Aqua Fit, Winter Cultural Camp, Art Journaling, Skiing, Tubing, Ice Skating, Personal Training, Yoga and MMA style self-defense. Offering these unique experiences has fostered enthusiasm for recreation and sport, a valuable part of educating the community regarding the importance of physical activity. It is vital to provide a holistic approach to wellness through a variety of means in order to engage a greater number of participants. Coordinator has collaborated and supported the Social and Health services departments by offering social and recreation programs and events to



children, youth, seniors, and elders to increase physical activity and reduce sedentary behaviour, thereby reducing health risks. The Coordinator has networked with “Alternative Roots” youth to enhance and implement traditional cultural sports camp sessions involving high risk youths in low income families about healthier positive living choices.

Home and Community Care Program

In 2017/2018: The Home & Community Care (HCC) Program consisted of a Home & Community Care Coordinator/ Supervisor (Registered Nurse), a Registered Practical Nurse, three (3) full-time Personal Support Workers, one (1) part-time Personal Support/Respite Worker, one (1) part-time Maintenance Worker (June 19, 2017 to October 10, 2017), one (1) part-time Cook, and one (1) casual PSW (July 27, 2017 to December 22, 2017). There was a total of 84 clients who received home care services with some utilizing a variety of programming. There were 45 Meals on Wheels clients. Foot care was provided to 34 clients, in-office or in the home. Maintenance work was provided to 12 clients, which consisted mainly of lawn care and grass cutting. Assessments and re-assessments were completed by the Registered Nurse 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 4-16 people attending. Each month there was a craft day with 1-5 clients participating. Monthly Socials were held with 9-25 people in attendance (increase in numbers when Six Nations seniors were also invited). All-Day Shopping continues to be offered on a monthly basis; 1 day for males and 1 day for females, with 2-6 clients utilizing this service in total. List Shopping is also offered on a weekly basis with 6 to 11 clients using this service consistently. Transportation continued to be offered with fluctuations in usage when Medical Transportation was denied or cancelled and if staff was available to provide this service. Transportation was provided to family physician appointments and dentist appointments. Training for the unit consisted of: Personal Support Network of Ontario (PSNO) conference, Sign Language, Alzheimer Society – Normal Aging vs. Not Normal Aging, Supervisor and Management Training, Palliative Care Training, Basic Foot Care, Crisis Response Planning Training, and First Aid/CPR recertification.

Ontario Works

In 2017-2018 the Case Worker maternity position (1) was filled, and the Employment Support position was approved full-time, permanent. For the 2017-2018 fiscal year, the following social assistance was administered: In total \$247,525.23 was issued: \$197,462.43 to Band Members, \$38,514.43 to non-band members, and \$11,548.37 was issued to non-status. The average caseload for 2017-2018 was 28.00 per month; a 3.42 per cent decrease in comparison to 2016-2017. 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 2017/2018 fiscal, the Program Liaison worked closely with Ontario Works and completed approximately 20 Income Tax Returns for low income individuals/families. The Program Liaison Worker also completed approximately 50 Intakes and/Internal/External referrals for the Family Support/Mental Health Programs. The Roots of Empathy program was hosted in the Kindergarten/Grade 1 Class at Lloyd S. King Elementary School for 21 students.

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



Family Support Program

This program is focused on intervention and support for the clients that receive Family Support services. The Supervisor of Family Support and Mental Health is responsible for the following: Family Support Unit; Mental Health Unit; and the Program Liaison Worker. During the 2017/2018 fiscal year, counseling and support services were provided to approximately 86 clients, which included Band Representative clients. The program offered a Parenting Support Group new this year with 5 participants. Also offered was a traditional parenting group (x 2 sessions) with 10 participants/session. The program additionally offered a Choices Group, which utilized a behavioural approach to help youth address issues of domestic violence, aggression, assertiveness, feelings, anger management, self-discipline, problem solving and healthy lifestyle choices. There were a total of 8 children who attended. The Family Support unit hosted a workshop on Substance Abuse and Family Violence with 20 community members attending.

Community Support Program

The focus of this program is on prevention and education, as well as community awareness. The majority of the activities and services were prevention-focused, related to social skills development, and strengthening the family and community unit. This program provided an After School Program for children aged 6 to 12. Enrollment was limited to 30 children and for the 2017/2018 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), Grade 7 (15 students), grade 8 (14 students), and Grades 2-3 (25 students), Grades 5-6 (68 students) Grade 4 (22 students). The social curriculum was changed to follow the 'Tools for Life' program, incorporating the Seven Grandfather Teachings. There were 167 students that participated. Community Support delivered their annual summer camp during the 2017-2018 fiscal year. For the 2017-2018 camp sessions, there were 90 camp participants over three (3), two week sessions. A March Break camp was facilitated by these workers and there were 30 participants. Community Christmas Party (150 participants), Halloween Party (125 participants), Easter (100 participants), Archery practices (15 participants), Archery Tournament (15 participants), Caring Together week events (100 participants). The Community Support Program organized and hosted the Annual Hockey Tournament that took place in February 2018, and there were eleven (11) teams registered. Two (2) of these teams were from Lloyd S. King Elementary School. The tournament was a huge success.

Mental Health

The School Mental Health worker is a new position this year and is housed in the Lloyd S. King Elementary School. This was an experimental year, deciding how best to serve the students. The school is too busy to have ongoing clients and it was therefore determined that the worker would see students as a single session brief service. This position also provides support to the school staff by way of class presentations. The worker delivered a 4-week Well-Being Curriculum for the LSK grade 8 students. The school mental health worker also delivered a Bullying Prevention presentation to the grade 8 class. She presented a coping and grounding skills workshop to the grade 5/6 class and had weekly presentations to the grade 1/2 classroom on emotional regulation.

The Children's Mental Health worker had an ongoing caseload of 10 clients in the 2017/2018 fiscal year. During the summer, she offered a Strengthening Connections Day Camp on 2 different weeks. There were a total of 10 youth who attended each session. She developed and delivered a Strengthening Connections March Break camp, in conjunction with the School Mental Health Worker and the Recreation Coordinator. There were a total of 8 youth who attended this camp. The Children's Mental Health worker held the first annual "Meet me in the Garden" event for Suicide Awareness. There were 6 people present who were treated to teachings from an Elder and rock painting.



The Adult Mental Health worker was on a one-year education leave beginning in July 2017. This position was filled with a contract worker for the majority of this reporting period. She had an ongoing caseload of approximately 9 clients. A community workshop titled "Fourth Annual Embracing our Grief" was held in December with approximately 21 participants. The Adult Mental Health worker also held a "Free Haircut" day for clients with 8 participants.

Weight Room Monitor

Throughout the 2017-18 fiscal year, there were 2,319 recorded visits to the complex/gym for exercise and workouts. New Credit band member visits: 1,542, another band's member visits: 535, and non-status visits: 242. Chief and Council agreed that the Weight Room Monitor position would become a permanent, full-time position within the organization as of April 1, 2018.

Overall Social and Health Services Department

During the 2017/2018 fiscal, Social and Health Services managed 52 budgets from multiple funding sources, primarily Health Canada, First Nations and Inuit Health Branch, the Ministry of Child and Youth Services, and the Ministry of Community and Social Services. The protocol with Brant Family and Children's Services-Native Services Branch (FACS/ NSB) was updated in an attempt 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 2018/2019 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." Indigenous Services Canada provided additional funds for prevention based programming, and the Ministry of Health and Long-Term Care provided additional funding to assist the Home Support Unit. Programs federally funded through First Nations and Inuit Health transitioned from a 'set' to a 'flexible' model of funding, set to be implemented April 1, 2018.

There were bi-monthly All-Staff meetings as well as continued representation on the Health and Safety Committee. The Breakfast Program ran throughout the year at Lloyd S. King Elementary School where approximately 150 children and youth participated. March Break programs were also facilitated and the Community Picnic was coordinated by all of the units within the Social & Health Services Department. An information booth was set up at the MNCFN Pow wow and the entire organization participated in the Caring Together Week event which is coordinated by the department. 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

Staff:

Director of Sustainable Economic Development: A/DSED (March – June) – Spring Sault.

DSED (June – March) – Wade Griffin

Sustainable Economic Development Assistant: Aimee Sault (on leave, March 2017 – January 2018), A/SEDA Desiree Webb

New Credit Variety and Gas Bar

Working Manager NCVGB: Andrea Sault

Senior Cashier: Brenda Woods

Gas Attendants: Nathan Martin

Gas Attendants: Andrew Coaster

Gas Attendants: Aaron Wobbles

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 the Sustainable Economic Development Department with the exception of the former Country Style Unit which is to be approved by Chief and Council.

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

New Business Opportunities: Performing on-going project reviews, including proposed partnerships, joint ventures and investment requests for required approval by Chief and Council. 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 05, 2018

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, PA (Mex)

Director of Finance



APPENDIX A

Management's Responsibility

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

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

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

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

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

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

August 13, 2018



Executive Director

APPENDIX A

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, 2018, the consolidated statements of operations and accumulated surplus, changes in net financial assets, changes in cash flows 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, 2018 and the results of its operations, changes in net financial assets, and its changes in cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Cambridge, Ontario

August 13, 2018

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

MNP



APPENDIX A

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

As at March 31, 2018

	2018	2017
Financial assets		
Cash and cash equivalents	10,706,441	9,995,154
Restricted cash (Note 4)	7,306,551	7,638,681
Accounts receivable (Note 5)	1,890,250	982,267
Inventory held for resale (Note 6)	288,890	411,635
Portfolio investments (Note 7)	14,743,934	14,245,863
Due from First Nation members (Note 8)	4,199,645	3,950,818
Due from Community Trust Land Claim fund (Note 9)	2,360,053	2,264,035
Investment in government business enterprise (Note 10)	332,397	186,826
Ottawa trust fund (Note 11)	298,634	292,428
Loans receivable (Note 12)	197,427	162,500
Total of financial assets	42,324,222	40,130,207
Financial liabilities		
Accounts payable and accrued liabilities (Note 13)	2,184,126	1,482,820
Deferred revenue (Note 14)	1,211,007	795,733
Loan payable (Note 15)	-	36,826
Toronto Purchase Trust funds payable (Note 16)	5,260,816	6,528,921
Long-term debt (Note 17)	1,339,399	1,411,312
Total of financial liabilities	9,995,348	10,255,612
Net financial assets	32,328,874	29,874,595
Contingencies (Note 18)		
Non-financial assets		
Tangible capital assets (Note 19) (Schedule 1)	20,094,993	21,308,851
Prepaid expenditures	137,224	202,492
Total non-financial assets	20,232,217	21,511,343
Accumulated surplus (Note 20)	52,561,091	51,385,938

Approved on behalf of the First Nation



Chief



Executive
Director

The accompanying notes are an integral part of these financial statements



APPENDIX A

Mississaugas of the New Credit First Nation Consolidated Statement of Operations and Accumulated Surplus For the year ended March 31, 2018

	2018 Budget (Note 23)	2018	2017
Revenue			
Indigenous and Northern Affairs Canada	7,058,460	7,702,942	7,546,890
Health Canada	894,552	1,028,671	844,517
Health Canada - Jordan's Principle	-	11,152	-
Canada Mortgage and Housing Corporation	186,823	181,074	114,141
Aboriginal Labour Force Development Circle	406,189	475,636	464,740
Ministry of Community and Social Services	784,243	667,490	617,655
Ministry of Children and Youth Services	551,252	588,384	654,887
Ministry of Education	678,321	697,274	642,070
Ministry of Health and Long-term Care	214,240	260,644	207,886
Ministry of Tourism, Culture & Sports	-	95,812	-
Ontario First Nation Limited Partnership revenue	-	1,225,421	1,200,579
Toronto Purchase Trust revenue	-	6,032,802	6,152,530
Community Trust Land Claim Fund revenue	139,210	824,336	730,057
Sales from business enterprises	-	13,591,075	12,296,680
Income from portfolio investments	-	326,770	351,488
Increase in investment in government business enterprise	-	145,571	283,381
Other income	9,205,999	7,146,041	6,155,787
Repayment of funding	-	(266,343)	(198,702)
Deferred revenue - prior year (Note 14)	795,733	795,733	355,624
Deferred revenue - current year (Note 14)	-	(1,211,007)	(795,733)
	20,915,022	40,319,478	37,624,477
Program expenditures			
Council administration	2,912,148	7,394,608	8,022,975
Public works and housing	3,825,064	3,308,887	2,683,501
Economic development	1,641,142	1,081,557	1,485,658
Health and social services	3,337,508	3,199,658	2,687,611
Education	4,607,693	4,342,093	4,395,739
Land, membership and research	519,884	552,588	404,248
Childcare	1,180,283	1,170,449	1,143,827
Employment and training	-	317,483	326,397
Consultation and accommodation	2,891,300	3,132,169	1,989,477
Business enterprises	-	13,187,877	11,872,183
Amortization of tangible capital assets	-	1,456,956	1,232,638
	20,915,022	39,144,325	36,244,254
Surplus	-	1,175,153	1,380,223
Accumulated surplus, beginning of year	51,385,938	51,385,938	50,005,715
Accumulated surplus, end of year	51,385,938	52,561,091	51,385,938

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



Phone: (905) 768-1133
Fax: (905) 768-1225

