



2021-2022 Annual Report



Mississaugas of the Credit First Nation
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Gimaa (Chief) R Stacey Laforme

It has been a challenging time for all of us. Everyone has experienced loss and pain from the past few years. The pandemic and the uncovering of our children have hurt us physically, emotionally, mentally and spiritually. It will take time for us to heal and move forward, but we will. We will build a future that is strong and proud based on our culture and heritage, we will make our ancestors proud. We are beginning to understand who we are and where we belong, everywhere!

As you can see in the First Nation a lot of projects are coming to fruition this year. The Lloyd S. King (LSK) Elementary School expansion is well under way and should be completed in the New Year. The Ekwaamjigenang Children's Centre will be moving to a wing of LSK, this will allow us to separate health and social into separate buildings so that we can bring more programs and services to Members.

High speed internet connectivity will be completed this year thanks to an arrangement with Rogers.

The splash pad will be done in time for upcoming spring, a year later than anticipated but it will be good for the Membership.

Infrastructure is being completed at Town Line Estates to enable the construction of 15 more rental units. Housing is being reviewed with a mind to create a stronger and growth orientated department. Other departments are also being reviewed, with the expectation to improve services.

We have established a governance team to help meet the many political challenges of the First Nation, such as federal and provincial legislation. Internally, the governance will focus on the development of the constitution and internal laws for Membership consideration.

We have signed MOUs with universities, colleges, cities, regions, institutions and proponents throughout our Treaty Lands and Territory. The MOUs are relationship agreements focused on education, awareness, that will lead to allyships. This lays the foundation for development partnership and collaboration now and in the future.

We had a television program shoot part of their series on our First Nation with many members in the background of the program. This led to the development of the new playground, and zip lines behind the baseball diamond.

Native Horizons Treatment Centre has been rebuilt after the fire and we are very pleased that it can once again, begin to offer programming.





The Peacekeepers Program is being implemented and we would like to see it begin next year in the spring or summer. We are also working on alternative justice circles and programming. We have done a few circles that dealt with Members hunting and interaction with OPP. Many First Nations in the North do not allow other First Nations to hunt on their territory (Shipmen letters), it was explained as a shortage in the population of moose.

We are beginning negotiations with Canada on Treaty 22, 23 and the Rouge Park claim (Gunshot Treaty). Someone asked about negotiating these claims and referenced how the Toronto Purchase settlement was basically a government driven process. I explained that we are not who we were then. The process was very government driven and almost ended with a take it or leave it scenario. We have learned much and will not negotiate from a point of weakness! We will receive lands and dollars from the settlement of these claims.

We have sought leave to intervene in the Six Nations Litigation, Haldimand tract. We support their right for an accounting of what happened to their lands. Canada should absolutely be held accountable. Our involvement was predicated on some of the arguments they intend to make within the trial. We believe some of the arguments they are proposing to make, to be untrue and a ruling or decision made on those arguments could be detrimental to not only the Mississaugas of the Credit but to many other treaty holders in southern Ontario, perhaps even in the North. We have been approached by other First Nations including members of the Three Fires Confederacy in Ontario wanting to discuss their involvement and position with the Six Nations litigation. We did not enter into this decision lightly, we have nothing but best wishes for our neighbors, however we must stand for what is right.

We continue to discuss opportunities for organizations and individuals to give land to the First Nation and hope to have a process in place next year.

We have reached out to Indigenous Services Canada to set up a meeting in the new year to discuss the sewer system within the First Nation.

The Mississaugas Nation continues to be a priority. There is more to update but I am sure you will read much more under the different sections relating to the Council Pillar Leads of this report.

I thank Chief and Council and staff for working together during these challenging times. I thank the Membership for their input into the many areas we are involved and the direct outreach by many Members throughout the Treaty Lands and Territory of the Mississaugas of the Credit.





I know there are staffing difficulties, programming problems and morale issues in the organization. I want you to understand, that since the pandemic, we are short approximately thirty positions within the organization and are actively trying to fill these positions to bring us up to capacity levels. We know many other organizations are facing the same type of dilemmas, but we remain confident that together, we can and will resolve all issues eventually.

It has been an honor to serve my First Nation and I say miigwech, thank you to all of you for the opportunity.

Everything we do is for our people our children and our future.





Councillor Andrea King Pillar 2 – Nation Wellbeing & Wellness

Speaking TRUTH. Reclaiming, revitalizing, and restoring our place in the world. Standing proud as Mississaugiig Anishinaabe. Joyful. Thriving. Sovereign. This is the vision I have for all my relations, my ancestors both forward and back.

Aanii boozhoo chi odewewin agwangin miigwan anishinaabe kwe n'dizhnikas, migizi dodem, Mississaugas of the Credit n'doonjiba.

I've held the Nation Wellbeing & Wellness Pillar for the last year since our acclamation in December 2021. It was an odd start in this role to be acclaimed and not elected to this community leadership position and I am both humbled and honoured every day to be doing what I am doing for our nation at this time that we find ourselves in.

The last three years have been challenging for everyone. The strain of continued long-term isolation. The fear of sickness. The uncertainty of continued change. Loss. Grief. As we set our sights on recovery, I remind you of the strength of our community and our ability to adapt and survive after devastating life altering events. In my own personal journey, I have experienced staggering grief and life altering changes from situations far beyond my control. Knowing our past, carrying the lessons from personal struggles, having awareness of familial hardships, understanding the impacts of intergenerational traumas, stoking our home fires, supporting each other as neighbours, listening to the teachings of our elders so as not to repeat the errors of the past. I see these as guiding principles in our Nation's recovery.

My primary focuses the last year have been fiscal diligence, food security, child & family welfare and nation relationship building. I see these three as keys to the foundation to attaining individual wellbeing and community holistic wellness.

I currently sit on 5 internal sub committees and working groups:

- Pillar 2 Sub-committee
- MCFN Fiscal Oversight Sub-Committee
- Peacekeepers sub-committee
- Covid Working Group
- MCFN Food Share working Group

I also hold voting member positions on 13 external board of directors and subcommittee/working groups:

- Native Horizons Treatment Centre Board of Directors
- ALFDC – Aboriginal Labour Force Development Circle
- CFS GE - Child & Family Services of Grand Erie Board of Directors
- CFS GE Subcommittees:
 - Indigenous Relations Committee
 - Foundation Board
 - Finance/ Audit committee





Ganohkwasra Board of Directors
Haldimand-Norfolk United Way
H-N Victim Services
McMaster Healing Lodge
WHGH/NGH – PFAC - West Haldimand General Hospital / Norfolk General Hospital
Patient Family Advisory Committee
Niagara Health
Trinity Health Group.

As part of the role of the Nation's Wellbeing & Wellness Lead, I have also attended various conferences and speaking engagements on behalf of our nation over the last year including:

WHGH / NGH Flag Raising ceremony for Orange Shirt Day
AFN - Assembly of First Nations Annual General Assembly
Chiefs of Ontario Conference

Anishinaabe creation story mural unveiling at Roncesvalles United Church in Toronto
Halton Hills inaugural Council swearing in ceremony

MCFN Fiscal Oversight Committee: The MCFN's organizational budgets were approved on Dec 6th, 2022, unforeseen circumstances created delays in assuring departmental budgets were presented to Chief & Council in a timely manner. Efforts are being made to ensure fiscal accountability and preparedness moving forward ensuring budgets will be presented to Chief & Council on an aligned fiscal calendar year schedule. As part of the fiscal oversight committee, preparations are being made to negotiate our next 5-year funding agreement with Indigenous Services Canada.

MCFN Food Share working Group: As a new initiative for Pillar 2 and the MCFN Ontario Works unit, investigations and preliminary work has begun to ensure future food security and sustainability initiatives are in place for our community.

Child & Family Services of Grand Erie: I am particularly invested in the work that this board requires and will continue to advocate for our children's wellbeing as they navigate very challenging life situations and will ensure our communities voices continue to be heard by the decision makers. Pillar 2, A/ Social Lead, Supervisor, Family Support & Mental Health & CFS GE Indigenous relations committee are working on a customary care agreement protocol for Nation to reduce the number of MCFN children in care and ensure that holistic supports & treatments are provided for the entire family.

Nation relationship building engagement highlight: As part of our Council's Nation relationship building, I attended and provided the closing for the inaugural swearing in ceremony in Halton Hills. Offering both an honour hand drum song and dissertation to their duly elected Mayoral and Council members as they embarked on their leadership journey's.





Halton Hills Dissertation Address:

I first acknowledge creator the spirits of the four directions the world around me and my place within it.

I acknowledged the two legged the four-legged the flyers the swimmers the crawlers the tree nation and the plant medicines that sustain us.

I want to say Chi Miigwech for tonight's invitation to bring closing remarks from my Nation to the newly elected Mayor & Council of Halton Hills

I want you to know:

It takes COURAGE to use our voices and speak our TRUTH.

It takes TRUST to rebuild our foundations and connect to our natural ways.

It takes WISDOM to know when it's time to listen and be HONEST in our failures.

It takes RESPECT to be able to LOVE unconditionally and accept ourselves and others as the perfectly imperfect HUMANS that we are.

Courage, respect, humility, love, honesty, truth & wisdom .. these are the teachings of our grandfathers and the teachings that guide my Nation in the work we do and the life we live.

I lay my SEMA and send up prayers every day that creator will unify our community as we embark on healing ourselves, our families and our nation.

I pray that I'll stop being angry about all that's been lost and all that's been done to my people.

I pray our words will carry more value than your currency

I pray truths will be heard, acknowledged, understood and championed

I pray for healing for my nation and the nations of my brothers and sisters.

As an anishinaabe kwe who stumbled through relearning reclaiming and remembering my way, I am grateful for the safe spaces that are being created for us today.

My hope is that you will embrace your relearning about the history of your Nation by continuing to build your capacity to accept the truths that you hear and become a part of the solutions that we seek.

We are all treaty holders and tonight I heard you swear your oath to King Charles the 3rd and with that you bare a responsibility to be a part of healing the relationships with the original peoples of this country. We are still here, and we are still seeking allyship so that all of our children have a future to thrive in.

All my relations. Miigwech

Councillor Andrea King, MCFN Pillar 2 - Nation Wellbeing & Wellness Lead

Miigwech for taking the time to read my brief overview of some of the highlights of the work I've done for our Nation over the last year. I wish you all a very joyous holiday season and quality time with your loved ones.

Baamaapee

In the spirit of Unity, Councillor Andrea King





Councillor Fawn Sault **Pillar 3 – Environment, Sustainability and Stewardship**

Aaniin kina-weya (hello everyone),

Since we did not have the usual voting process this past election and we Councillors were acclimated in, I thought I would take the time to introduce myself for those of you who do not know me. I am the granddaughter of Wesley and Sylvia Sault and daughter of Roger and Debbie Sault. I am the second oldest of five children. I was born and raised in Detroit, Michigan and I spent most of the first 30 years of my life in Detroit. I came home frequently and lived here a few times with relatives prior to finally moving home after my son was born over 18 years ago.

Education wise I have graduated from Mohawk College from the Environmental Technician Program; Brock University the Adult Indigenous Education Program and I am currently studying at Guelph University's Horticulture program.

I have worked for the First Nation for over 12 years. First in Community Health on contracts as the Environmental Technician, then with Lands, Research and Membership, under Margaret Sault and Carolyn King, as the Geotech Assistant (Consultation and Accommodation). Council recognized the need for Consultation to have its own Department and created the Department for Consultation and Accommodation (DOCA). I accepted the position as the Consultation Manager in January of 2015 when it opened. I worked at DOCA until December of 2021 when I accepted a seat on Council through acclimation.

I thought I had a decent grasp on how things worked when it came to Council, but I was quickly humbled. Sitting on Council has been a long year of learning from others in a variety of different areas and there's still so much more to learn that I am very excited about. Below I have listed the Committees I sit on; Organizations I meet with for building relationships, partnerships and addressing issues on and off reserve. All the committees and groups are composed of other members of Chief and Council, staff from various departments, community members and folks from other organizations. Many of the items below will be coming to the membership for feedback as well. Working on Chief and Council is always a team effort and I have met and get to work with some of the most amazing people.





Committees –

- Regular and Special Council Meetings (Chair 3rd Tuesday a month)
- Pillar #3 Environment, Sustainability and Stewardship (Chair)
- Governance Committee
- Negotiation Team
- Land Claims Committee (Chair)
- RIRSD – Recognition of Indigenous Rights and Self Determination Committee
- CDAC - Culture and Design Committee
- Powwow Committee
- Waterfront Toronto Working Group
- OFNTSC – Ontario First Nation Technical Service Corporation
- Etobicoke Creek Watershed Planning
- Niagara Climate Change Action Network
- Traveled to British Columbia for the NATOA Conference – National Aboriginal Trust Officers Association

Organizations & Projects –

- Port Land Flood Protection
- Ontario Place
- Waterfront Toronto
- Downsview
- Parliament Slip
- Jim Tovey Lakeview Connector Project
- Port Credit Marina
- Rouge Gateway
- Metrolinx – Small Creek - Impacts
- Town of Caledon – various projects
- Downtown Bolton Taskforce
- Lutherwood Children’s Mental Health Centre – with MCFN Mental Health
- City of Toronto – Golf Course Maintenance – Input regarding engagement
- Town of Milton – Permaculture project
- Gehl Place Natural Heritage Landscape Restoration
- City of Vaughan Sustainable Projects
- Natural Resources Canada
- Nature Conservancy Canada
- Humber River Centre
- Ministry of Northern Development, Mines, Natural Resources and Forestry





- Canada Lands Company
- Canadian Coast Guard
- Niagara Parks
- Grand River Conservation Authority
- Credit River Valley Conservation Authority
- Toronto and Region Conservation Authority
- Niagara Peninsula Conservation Authority
- International Joint Commission on Great Lakes Water Quality
- Toronto Botanical Garden
- Birds Canada
- Wildlife Conservation Society of Canada – Key Biodiversity Areas
- Niagara Peninsula Aspiring Geopark

Goals for MCFN on reserve under Pillar #3 -

- Environmental Protection Policy for On Reserve- - with Governance
- Planting Projects – Trees in the Community, Fruit Trees, Berry Bushes on Band owned lands for food purposes.
- Long Term Goal – Band Owned Greenhouses and Farm – Food and Medicine Security
- Development of an Environmental Department with Governance

Events and Volunteer to Date

- Powwow
- CNE
- MCFN Halloween Event
- Every Child Matters Event
- Caring Together Week
- Tough as Nails Episode and Playground Development
- MCFN New Year's Event

I will continue to work on the Goals and Responsibilities under Pillar #3 and work with other Pillars under the guidance of the membership. I would be more than happy to speak with members about any questions, concerns or ideas you may have. I am available via phone, email, text, messenger or we can meet for a coffee or tea if you're close enough.

Contact Information: Fawns@mncfn.ca
289-869-5805





Councillor Veronica King-Jamieson Pillar 4 - Education and Awareness

Aaniin nanaboozhoo, kina wiyaa (Hello greetings, everyone)

Benoniik N'dizhnikaas Anishnaabe Kwe

My name is Veronica King-Jamieson Councillor for Mississaugas of Credit

Chi Nibi Michi Saagiig n'doonjibaa Mississaugas of Credit is where I am from and we are the people of the Great Lakes.

Makwa dodem Miigiz dodem niin da'aw

I am a bear clan on my mom's side which means for protection / medicine and eagle clan

I am Councillor Lead on Pillar 4 Education and Awareness.

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

Priorities include:

- Mississaugas of Credit Board of Education meetings.
- Strategic planning for Lifelong Learning.
- Education curriculums involving Mississaugas of Credit history.
- Michi Saagiig Language programs across Mississauga Nation.
- Michi Saagiig Pow Wow working group and planning for June 21 2023
- Educational Youth ambassador projects and Youth Council / Exchange
- Engagement with Community.
- Committee member on Mississaugas Credit Historical Gatherings
- Engagement with school boards, educational institutions and other external organizations through advocating / lobbying for resources in creating space for Mississaugas of Credit
- Engagement with governments and organizations to provide job opportunities for Members.





- First Nation With School Collective (FNWSC) is a group of eight First Nations in Ontario working to achieve full and unfettered control of our lifelong-learning education systems including schools on reserve. Each nation maintains its own autonomy and control over local education system decisions. We are working together in a united approach to intergovernmental relations with the Federal government on realizing education jurisdiction and funding parity "plus."
- Committee member on various political working groups in discussion with Truth and Reconciliation Canada "Call To Action" / United Declaration Rights of Indigenous Peoples Action Plan on each "Articles"
- Proposal Writer for various funding opportunities.
- Research on Technology Data Management System (storing, retrieving, and maintenance) including Ownership, Control, Access, Possession OCAP)
- Per Mississaugas of Credit Council Strategic Plan is to identify and respond to the needs of the members in Culture, Economic Development, Social, Lifelong Learning Education, Governance, Government, Health Well-being, Research, Advocacy, Inherent Rights & Environment, etc.
- To plan and set long-term goals and objectives based on the needs and "Vision" of the community. To ensure that these objectives form the basis of the operations plans for the various organizations reporting to Council, including the Administration;
- To maintain and support an effective Administration, and other staff as required from time to time, to deliver the programs and services approved by Council to meet the needs of the community. To monitor the delivery and progress of these programs against the operations plans approved by Council;
- To demonstrate credible and consistent leadership by:
 - a) Setting clear standards and policies to be respected by all employees and members of Council;
 - b) Making critical decisions on a timely basis;
 - c) Setting a consistent example as "role models" for the community, both internally and externally.
- To represent the best interest of the community in all external dealings and relationships;
- To ensure that all members are treated in a fair and just manner with regard to Anishinaabe laws, regulations and policies; and
- To avoid any conflict of interest.





In closing, you can call or text (905) 869 - 5753, send messages, keep up to date on various social media platforms, through email: veronicak@mncfn.ca

We give thanks for another day as we open our eyes, to be with our families, friends, community and all our relations. That is who we are, this is what we do, we are born, we live, we learn from our environment, live off the land, and learn technics to survive in this world in every thing we do, in everything that exist around us with all our relations.

Chi miigwech for your time, wishing you all the best today and everyday!





PILLAR #5 Cultural Awareness, Communications and Outreach Annual Report – Councillor Erma Ferrell

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

The Pillar 5 working group consisted of The Mississaugas of the Credit First Nation Members; Caitlin Laforme, Darin Wybenga, A. Mark LaForme and Ward LaForme Jr., (In 2021 our committee mourned the passing of Ward).

Our committee works together to publish written material on our history and culture to share with others who do not know who the Mississaugas of the Credit are and to provide additional information to those who wish to enhance their knowledge of our Nation. Anyone contacting our Nation on Land Acknowledgements are referred to our Committee Member Darin Wybenga.

We also work with the Toronto Heritage Committee on plaques that are being placed in the Greater Toronto area on the history of our Nation.

Our booklets are shared with others at special events hosted by our Culture and Special Events Unit; ie: the Canadian National Exhibition, Fort York June celebrations on Indigenous Day, are just an example of events where are booklets are distributed.

Council Committees

Since the 2017 election I have been appointed and re-appointed to the Chair of the monthly Finance Meetings and Chair of the Sub-Committee on Finances. I ask a lot of questions on our finances to educate myself on where more funding is required for our Nation, as well as ensuring we are on track in our spending during each fiscal.

After the swearing in of each new council we are appointed to specific committees within our First Nation as well as committees that we are invited to participate in that are located with our Treaty and Traditional Lands. The Council Committee appointments are:

- Major Projects
- Artifacts Committee
- Liaison for the Annual Recognition Awards Committee
- Hydro One Niagara Reinforcement Line
- First Parliament Site – Toronto
- Council Liaison for other organizations and Universities in the Greater Toronto Area
- Credit Valley Conservation Trail
- Liaison for Massey College
- Major Events Committee Co-Chair
- Additional committee meetings upon request for outreach





Councillor Ashley Sault Pillar 6 - Infrastructure and Community Development

Aanii, Community!

I am really excited to give you a year in review on my Pillar, we've been quite busy throughout the year with our projects.

The Committees that I have established/sit on are the following:

- The Willow Project Committee – which is dedicated to creating the plan for the development of the old Green Willow property. The committee consists of Pillar 6 Lead, Public Works Director, Culture Coordinator, Culture Committee Rep (Pow Wow Committee), a Knowledge Keeper and Community Member positions. These roles have all been filled and we are working hard to move this project forward.
- The Fiber Op Committee – which is slated to oversee the project of bringing High Speed Internet to our Nation. This committee consists of Rogers Reps, Leducor Reps, Director of Public Works, Pillar 6 Lead, and Pillar 5 Lead. We are reaching the end of the project now but continue to work closely with Rogers and Leducor.
- The Council House Renovation Committee – which is a committee that has been established to spearhead the renovation of the council house. This is a new committee (1 month) and we have been working very hard to bring progress to this important building. The committee consists of Pillar 6 Lead, Pillar 5 Lead, Culture Coordinator, Public Works Director, Public Works Buildings Supervisor, A Knowledge Keeper, and a Resource Member. The Committee will be releasing an update for the community shortly.
- Major Events Committee (MEC) – this committee ensures our history and story is shared with the public. This committee works hard to establish displays and bring **a lot** of information to these displays. Setting up for these events is no joke, but I'm proud to be a part of it and be able to share our history with people. This committee consists of Pillar 6 Lead, Pillar 5 Lead (recently changed to Pillar 7) Culture Coordinator, Youth Representative, and 2 Community Members and Admin Support. This committee is responsible for the amazing displays at events such as the CNE, and Fort York, and has also seen other events such as Toronto Rock and The Indigenous Arts Festival.
- Cemetery Committee – which was established to ensure the overview of our cemeteries, this committee consists of Pillar 6 Lead, 2 Public Works Employees, 3 Community Members.
- Board of Directors for MCBC – which I sat on for the first year of my term and has now been taken over by the EcDev Pillar (1) since the By-Election.





With the committees that I sit on/chair, I stay quite involved. I have been in a huge learning curve, and I'm taking it all in as I go. My Pillar (6) is also involved in "smaller" projects that don't necessarily require a committee – such as:

- Surveillance Camera upgrade to the nation. This will see better technology being brought in to protect each of our Nation's assets in the next few months, triggered by the LSK Vandalism – the work has already begun. This project has been successful venture for the Nation thanks to the people working hard alongside myself – Public Works Director, and IT.
- Townline Estates Development – in conjunction with the MCBC, the Rapid Housing Initiative that will see 15 new townhouses be brought to the Nation. This is a huge project under MCBC and MCFN's involvement as Pillar 6 Lead, Public Works Director, Housing Director, and Inspector has been crucial to the process.
- The RBC Lender Loan has brought a partnership to our Nation to be utilized to address the housing crisis. The RBC team awaits your call and are willing to work with Members to get you where you need to be to build! This initiative was successful due to the hard work from the Housing Director, Pillar 6 Lead, and the late CFO Gary Phillips.
- Tough as Nails – this project brought the TV Show to our Nation as well as a new playground and zipline to the core area which I've been happy to see has been utilized quite often. I had the pleasure of working with Pillar 3 Lead, Public Works Director, and Public Works Building and Grounds workers to ensure the project came to completion safely.

It is important to note that there are many initiatives and projects that are ongoing under Pillar 6 that are on-going that won't fit on one page: The splashpad (which will see completion by next summer – Hydro Hold up), Bridge 19 repair, Drone Surveying of the problem flood areas, Flood Remediation Plans, Housing New Increase, etc.

I'd be remiss if I didn't mention the tireless work that is done by all the employees in administration that fall under my Pillar, none of this progress would happen without them. All the Public Works Department that works hard to keep our nation safe and tidy. The Housing Department for their hard work in providing support and taking on the tireless grind to get our members into Houses via building or renting. They have also shown great patience and assistance in helping me while I learned the ropes. Chi Miigwetch.

This year, I've been able to attend many events in my role as Councillor for our Nation. Events such as AFN, NATOA, CNE, MOU signings, etc. A lot of good relationship building for the Nation. It is rewarding to be able to bridge those friendships and has proven to be an advantage at times.





But I have to say my favorite events have been our community events – seeing all the kids and everyone I know, it is home. Kudos to the employees of Social and Health who continue to run great programming throughout the year for our community.

To wrap it up, I would like to say that this year has been incredibly amazing, I love our community. The amount of knowledge I've gained of our Nation and how it works, the amount of work it is to be in this position, the affect it can have on your family life – its all been a great learning experience. At the end of the day, I'm driven and determined to work hard for our community. There are a lot of great things coming to the community, and I'm incredibly proud to be a part of it.

And as always, never hesitate to reach out if you have any questions.

Miigwetch,
Councillor Ashley Sault, Pillar 6.
E: AshleyS@mncfn.ca
Ph: 905-869-5763





Councillor R Kelly La Forme Pillar 7 Governance and inclusive leadership

Aanii,

I'd like to take this opportunity to say miigwetch to the many staff and community members who work tirelessly for our First Nation and who have gotten us to where we are today. Everything I've accomplished this past year wouldn't have been possible without all the hard work and years of dedication that you have put in and I'm grateful for the opportunity to work with you.

In this first year of my 2-year term I have worked on moving our Nation forward, we have signed MoUs with organizations and Municipalities for the betterment of our first nation.

Committees I sit on:

- Governance committee
- Land claims committee
- Peacekeeper subcommittee
- Admin tribunal subcommittee
- Major events committee
- Negotiation team
- RIRSD table Actions

Election Law Engagement Sessions

The MCFN will be opting out of the election provisions of the Indian act and will undertake their own process of carrying out their elections a draft was approved by Council, and is moving to community engagement sessions with membership.

Constitution Engagement Sessions

A Constitution is the supreme law of a nation it is the highest form of law among other things a constitution creates and powers and regulates government. The MCFN constitution was set out the basic principles our government must conform to and the rights of our members a draft has been approved by Council, and has moved to engagement sessions with membership.





Approval Law

As we move forward in asserting our jurisdiction over ourselves laws will be drafted and implemented to guide us. This law will set out the process moving forward.

Peacekeepers Program

The peacekeeper program is multi step the first steps are the peacekeepers themselves will act as an enhanced neighbourhood watch program helping to assist community members in need, supporting initiatives like food deliveries and wellness checks like we had during the pandemic

Admin Tribunal

Administrative tribunal provides expertise to decision-making and disputes making sure policies and procedures are followed. With our administrative tribunal we hope for a more traditional style system of justice that serves and needs of our First Nation in situations where the peace and harmony of the community was disrupted, it's currently being worked on by the Admin Tribunal subcommittee.

Also, I have gotten the opportunity to attend several events at home and around our Treaty Lands, I am proud to represent this Community.

Please feel free to reach out at any time. Miigwech,

R. Kelly LaForme

905-869-5761
KellyL@mncfn.ca





ADMINISTRATION

Financial Planning and Fiscal Oversight Council

Pillar 1 Lead: Councillor William LaForme (April –December)
Councillor Evan Sault (December – March)
Pillar 5 Lead: Councillor Erma Ferrell

Staff

Chief Operating Officer: Kailey Thomson (April – May)
Executive Director of Operations: Kerri L. King
Chief Financial Officer: Gary Phillips
Director Finance: Lilia Moos
Accounts Payable: Victoria Sandy (April – September)
Nicole LaForme-Hess (October – March)
Accounts Receivable: Kelly Greene
Payroll/Finance Officer: Cindy Skye
Council Coordinator: Caytlen Burning
Admin Clerk: Marlene Morton
Culture & Events Coordinator: Caitlin LaForme
Human Resource Manager: Alisha Anderson
Human Resource Assistant: Stephanie LaForme
Records Manager: Jenny Henry
Receptionist: Carolyn Brant
Council Recorder: Charlotte Smith

Activities

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





- Preparation of weekly Council meeting packages and follow up with minutes, motions and directions;
- Compiled annual budgets (and Own Source Revenue matrix) and work plans for Council review and approval;
- Preparation and delivery of new Council orientation processes;
- Planning and participation in Council/Administration Night of Caring Together Week;
- Impact analysis and recommendations to Council regarding Federal/Provincial initiatives;
- Assist with the administration of the Employee Christmas Fund;
- Toronto Purchase Settlement and Trust Agreements;
- Community meetings as per the Trust requirement (ie 3-4 annually regarding funds received, receive input regarding planned expenditures, and funds expended) and account for funds received by the Trust (ie. Community Wellness, Estate Policy, Minors Capital);
- Implementation of the MCFN Chief and Council Strategic Plan and Governance Pillar system;
- Ensure the continuance of programs and services offered to the Membership during the COVID-19 pandemic, ensuring community, employee and student safety was maintained.

Human Resource Unit

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

Responsibilities included:

- Continual review and updating of MCFN job descriptions and new descriptions as required;
- Posting, recruiting and onboarding new and existing positions within the organization;
- Ongoing monitoring to ensure staff performance appraisals are completed as per policy;
- Organizational training in Safe Food Handling, WHMIS, health and safety;
- Workplace Health and Safety Committee responsibilities and general workplace inspections;





- Review and grading of all new positions within the organization;
- Submission of Annual Reports to Pension Carrier and CRA;
- Liaison between staff and the Health & Pension carriers;
- Organization of various employee sessions – one on ones, retirement sessions, financial awareness sessions, etc...
- Coordinated and participated in the process of reviewing established policies as required, such as revisions to the Employment Policy;
- Processed benefit (health) claims as required;
- Ensured Human Resources practices were in place as required by various departments throughout the hiring process. Vacancies were created due to resignations, maternity leave, and sick leave;
- Ensured COVID policies were established and in place for all organizational workplaces, adhering to the Public Health Guidelines as well as federal legislation.

Finance

Sadly, MCFN lost our Chief Financial Officer, Gary Phillips, in early April. This was devastating, as Gary joined the organization and instantly had a positive connection with the team and was working diligently to improve the Finance department. MCFN continues to send heartfelt condolences to his friends and family.

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

Responsibilities included:

- Assisting departments with budget completion and variances follow up;
- Ongoing Electronic Funds Transfer for Post-Secondary students, bank to bank automated transfers as per program requirements;
- Completed the transition from cash and cheques deposit to bill payments online





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

Note: The Amended and Restated 2020-2021 Audit Summary is attached as Appendix A. The full 2020-2021 MCFN Council Audit is available for review by MCFN membership at the Council Administration Building. The full 2021-2022 MCFN Council Audit will be available for review by MCFN membership at the Council Administration Building and on the MCFN website in the near future.





Department of Consultation and Accommodation (DOCA)

Office Staff:

Director, Mark LaForme
Administrative Support, Abby LaForme
Environmental and Regulatory Advisor, (Vacant)
Traditional Knowledge and Land Use Coordinator, Darin Wybenga
Consultation Coordinator, Fawn Sault
Minute Taker, Hilary Chamberlin (Maternity Leave)
Field Coordinator, Joelle Williams - (Mariah Sault)
Archaeological Operations Supervisor, Megan DeVries – (Adam LaForme)
Office Manager, Nicole LaForme-Hess
Field Archeologist, Peter Epler – (Erika Johannsen [Maternity Leave], Marie Annika-Prevost)
Field Archaeologist, Adrian Blake

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 Supreme Court of Canada decisions relating to the Crown's "Duty to Consult" aboriginal communities regarding proposed developments when their treaty and traditional lands are or may be impacted. DOCA was established to be the department for consultation with MCFN for projects involving the federal and provincial crowns and proponents (developers), in land use development within the Mississaugas of the Credit First Nation Treaty and Traditional Territory.

Mandate:

As approved by the MCFN Chief and Council in 2014, the mandate of DOCA is to engage in consultation processes with external governments and private sector proponents on land and resource matters and developments that may impact the rights and interests of the MCFN. The 4 million acres of MCFN treaty and traditional territory has been, and continues to be, affected by numerous and various developments which impact our treaty and aboriginal rights, our territory, our way of life, and the sustainability of MCFN. While MCFN is not opposed to development, we do want to ensure that environmentally sustainable practices are being implemented in response to any MCFN concerns about the land, water, air, species-at-risk, and the health of its people. MCFN must be engaged on projects to ensure that responsible practices are





being implemented to protect the rights, interests, cultural heritage and archaeology of our First Nation.

DOCA is responsible for protecting MCFN interests, treaty rights and heritage, by increasing public awareness and by being directly engaged in all currently planned and future development within MCFN's treaty and territory. DOCA will assess projects and work to alleviate impacts on our rights, land claims, and way of life by building relationships, and where possible develop partnerships with external governments and private sector proponents through consultation and engagement in the spirit of peace, respect, and friendship.

DOCA in 2021/2022:

Starting in July 2021 the DOCA Director was away on extended medical leave until January 2022. During this period of the Director's extended leave, the Archaeological Operations Supervisor and the Field Coordinator moved to other opportunities outside the MCFN organization. Also at this time, the Consultation Coordinator became a member of the MCFN elected council. During the absence of these individuals from DOCA, the decision to hire Shared Value Solutions (SVS) was made to address the consultation workload in the interim.

Environmental Engagement:

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

In fiscal year 2021/22 DOCA continued to receive plans, policies and programs from the Federal, Provincial and Municipal levels, as well as Federal, Provincial and Municipal notices of commencement and completions for environmental assessments along with, plans, policies and programs from environmental sector based industry and agencies in the Mississaugas of the Credit First Nation Treaty and Traditional Territory.

Consultation:

The MCFN-DOCA Consultation Coordinator continues to employ a triage system for identifying projects where DOCA requires consultation and engagement. This triage





system assesses the potential impacts on MCFN Aboriginal and Treaty Rights, if the project is near or directly affects the MCFN Treaty waters, the potential for significant Cultural Heritage Value, potential environmental impacts, potential species at risk impacts, and the size of the project. DOCA consults with the federal and provincial Crown as well as both large and small proponents on a wide variety of projects, such as oil and gas pipeline integrity digs, new or replacement pipelines, infrastructure activities (e.g. road maintenance, culvert replacements), residential and commercial developments, and other small construction projects.

A single tier government is a stand-alone government such as the City of Toronto. An upper tier government is a regional government, such as the Niagara Region, which is responsible for municipal governments within its jurisdictional boundaries. A lower tier government, such as the city of Niagara Falls, is an area municipality government, which falls within the Niagara Region governments jurisdictional boundaries. In total, the MCFN Treaty Territory contains 61 different jurisdictional governments not including the Government of Canada and the Government of Ontario.

In the 2021/2022 fiscal year, the DOCA received and reviewed 911 notifications for projects within MCFN Treaty Territory. The following chart below shows the Regional (Upper & Single Tier) and Municipal Governments that MCFN DOCA regularly receives notifications from for capital and infrastructure projects as well as private developer projects.

Single Tier:

- Orangeville
- City of Guelph
- The City of Brantford
- Brant County
- Norfolk County
- Haldimand County
- City of Hamilton
- City of Toronto

Upper Tier:

- Halton Region
- Niagara Region
- Oxford County
- Peel Region
- Waterloo Region
- York Region
- Wellington





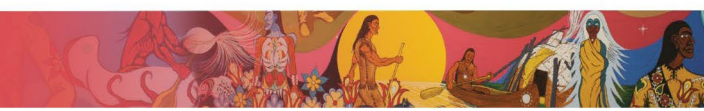
Lower Tier:

- Burlington
- Halton Hills
- Milton
- Oakville
- Fort Erie
- Grimsby
- Lincoln
- Niagara Falls
- Niagara-on-the-Lake
- Pelham, Port Colborne
- St. Catharines
- Thorold
- Wainfleet
- Welland
- West Lincoln
- Blandford-Blenhiem
- East Zorra-Tavistock
- Ingersoll
- Norwich
- South-West
- Oxford
- Tilsonburg
- Woodstock
- Brampton
- Caledon
- Mississauga
- Cambridge
- Kitchener
- North Dumfries
- Wilmot
- Waterloo
- Wellesley
- Woolwich
- Aurora
- King
- Markham
- Newmarket
- Richmond Hill
- Vaughan
- Whitchurch-Stouffville
- Wellington North
- Mapleton
- Centre Wellington
- Erin
- Guelph/Eramosa
- Puslinch

DOCA continues to use InLoox as the project and data management software due to its familiar and powerful Microsoft Outlook-based system. This system easily allows DOCA to have a cumulative, accurate, and up-to-date record of each active project, with current status and all associated documents and correspondence securely accessible to registered users. Beyond this, InLoox is a powerful analytical tool, with additional functionality which can be further utilized to provide efficiencies in DOCA's process and identify priority areas for DOCA's focus.

2021-2022 Proponent and Crown Consultation:

- Empire Communities
- Canadian National Railway
- Metrolinx
- Imperial Oil Pipelines
- Credit Valley Conservation
- Enbridge Pipelines Inc.
- Sun Canadian Pipelines
- Parks Canada
- Waterfront Toronto
- Sidewalk Labs
- Hydro One Network Inc.
- Toronto Region Conservation Authority
- Ministry of Transportation





- Infrastructure Ontario
- Waterfront Toronto
- Toronto Port Authority
- Trans-Northern Pipelines
- Ministry of Municipal Affairs
- Infrastructure Canada
- Therme Group
- Department of Fisheries & Oceans
- Impact Assessment Agency
Canada

Finances:

During the 2021-2022 fiscal year, administration of all finances were transferred from DOCA to the Department of Finance at the Central Administration Office.

Field Liaison Representatives – Archaeological and Environmental:

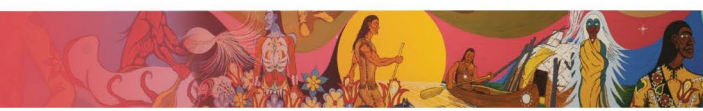
For the fiscal year 2021-2022, DOCA employed 33 Field Liaison Representatives (FLRs), all of whom are MCFN Members. Some of the FLRs have been with MCFN since MCFN began monitoring archaeological assessments in 2012. All FLRs are certified in archaeological monitoring, with some also being certified in environmental monitoring. During the 2021 field season, the FLRs participated in monitoring on 193 separate and distinct projects.

Archaeological Report Reviews:

With two Field Archaeologist positions, DOCA was able to conduct consistent archaeological report reviews and continue the use of the electronic field note system for daily submissions. In the fiscal year 2021/22, 173 Review agreements were executed resulting in significant additional revenue beyond the revenue generated by in-field archaeological monitoring activities.

Training:

With the conclusion of 2021 Ontario Archaeological Society's Training the Trainers program DOCA's staff including Lead FLRs, now develop and execute all training for new FLRs without any external assistance from non-Indigenous archaeologists. In July 2021, DOCA hired and trained 4 new FLRs.





In March 2022, DOCA held a 2day virtual Workshop with topics such as Updates to Standards and Guidelines, Smudge kit, Glenwood Burial investigation, MCFN History and Treaties. We also had two guest speakers Gary Warwick who covered Davisville and Scott Martin covered Princess Point. Both sites have evidence of Mississauga occupation.

Burial Investigations:

2021 saw a rise in burial investigations, including on the following projects:

**Glenwood
SunCan
FischerHalman
Lindsay Court
Port Royal
Skandatut**

Our participation on these projects required multiple strategy discussions with Dr. Dirk Huyer Chief Coroner and Dr. Crystal Forrest Registrar, Burial Sites - Consumer Services Operations Division Ministry of Government and Consumer Services. Through these discussions we have been able to change what is considered a burial, when we are notified and how all pre-contact burials in Ontario will be investigated moving forward.

Archaeological Engagement:

While participating on these burial investigations through the engagement process, DOCA has created good working relationships with Dr. Dirk Huyer and Dr. Crystal Forrest. Both have agreed to participate in our advanced training that takes place in the winter months for our returning FLRs. DOCA continues to advocate for MCFN stewardship and fulsome engagement with archaeologists, proponents, and provincial Ministries

Traditional Knowledge and Land Use:

The chief task of the Traditional Knowledge and Land Use Coordinator is educating project proponents, and other interested parties, about the history of the MCFN, its treaties, and land use at the western end of Lake Ontario.





All project proponents consulting with DOCA are provided a short history lesson that enables them to understand why they are specifically consulting with the Mississaugas of the Credit First Nation and their responsibilities as treaty partners with the First Nation. Talks were conducted via video chat with proponents encouraged to ask questions pertaining the history of the First Nation. The history talks are a non-threatening way to begin developing an ongoing, positive, collaborative relationship between the First Nation and proponents. Approximately 60 talks were given to proponents including municipalities such as the City of Toronto, the City of Burlington, the Town of Milton, the City of Brampton, and Vaughan. Prominent proponents have included the Therme Group, Waterfront Toronto, and Imperial Oil.

Land Acknowledgements are very much in vogue as individuals, along with private and public organizations, seek to develop statements that recognize the enduring relationship First Nations have to their lands. The Traditional Knowledge and Land Use Coordinator was often consulted to guide the development of such statements. Numerous organizations including the Town of Milton, Caledon, Halton Region, Credit Valley Conservation, and the Walrus magazine, amongst others have been provided assistance with their land acknowledgments. In many cases, the TKLU Coordinator has also provided land acknowledgement training to ensure the organization is fully cognizant of the meaning of the words of the acknowledgement and ensuring that the acknowledgement is delivered in a sincere, respectful manner. Essential to every land acknowledgement is the explicit recognition that the project is taking place on “the treaty lands and territory of the Mississaugas of the Credit First Nation.” Approximately 35 land acknowledgements have been developed with the aid of the First Nation.

Many proponents are mindful of the Indigenous history of the land and seek to develop signage to commemorate the First Nation, its treaties or, its land use. The TKLU coordinator has helped to develop a number of signs in collaboration with proponents. Each sign is developed to ensure historical accuracy and promote the best interests of the First Nation. Signage has been developed with Heritage Toronto, Parks Canada, and the Nature Conservancy of Canada amongst others. Organizations that detail some aspect of MCFN history also regularly consult with the TKLC to ensure the historical accuracy of their exhibits. Halton Region Museum, Peel Museum and Archives, Heritage Mississauga, and Hamilton Civic Museums have all been assisted.

The new courthouse, currently undergoing construction in Toronto has received a significant amount of guidance regarding the history of the MCFN for displays within its common areas. Black Creek Pioneer Village, in Toronto, consults regularly with the TKLU Coordinator to include the history of MCFN within its plans to infuse the museum with Indigenous content.





All manner of written material is examined by the TKLU coordinator to ensure historical accuracy. The DOCA archeological unit from time to time refers reports authored by archeological firms that include some dubious material needing correction. Various municipal reports incorporating the First Nation's history within their contents are also examined for accuracy and are corrected as circumstances warrant. 17 such reports have been examined for accuracy including cultural heritage studies from Halton Hills, Brampton, Centre Wellington, and Caledon.



Mississaugas of the Credit First Nation
2789 Mississauga Road, Hagersville, ON, N0A1H0



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





EMPLOYMENT AND TRAINING				
There is one (1) full time person responsible for this position. This program is supervised by the Executive Director of Operations.				
MAJOR RESPONSIBILITY	OBJECTIVES	ACTIVITIES	RESPONSIBILITY	WORK/TIME PLAN
1) Grade 12/GED/OSSD/ academic upgrading/ Stay In School	To promote necessity of grade 12 to gain employment, promote to youth to stay in school	To provide training purchases/direct course purchase Stay in School Initiative for at risk students Skills Development – Academic Upgrading	LDM/Employment and Training	April 1, 2021 to March 31, 2022
2) To increase the number of members with relevant employability skills to enhance employability whether unemployed or under employed.	Lessening the barriers encountered in a non-urban setting will allow for clients to pursue sustainable employment.	Utilizing the most appropriate program to achieve target Occupational Training - Industry Recognized and Certificate	LDM/Employment and Training	April 1, 2021 to March 31, 2022
3) To provide employment/training in fields of Environment and Culture	to include training in archaeology monitoring, to promote cultural self-awareness via planning, organization and delivery of programs and events in area.	Utilizing the most appropriate program to achieve target Occupational Training - Industry Recognized and Certificate, Work Experience Summer Employment	LDM/Employment and Training	April 1, 2021 to March 31, 2022
4)To encourage and support band members to seek Apprenticeships in skilled labour trades	To encourage and promote clients to seek the trades/ apprenticeships as career options and respond to skilled labour shortages.	Utilizing the most appropriate program to achieve target Occupational Training – Apprenticeship	LDM/Employment and Training	April 1, 2021 to March 31, 2022
5) To provide summer employment to high school and post-secondary students	To assist with completion of education, to offer job experience for labour market and to include health and safety certificates – 4 high school, 4 post-secondary	Utilizing the most appropriate program to achieve target Work Experience Summer Employment	LDM/Employment and Training	April 1, 2021 to March 31, 2022





6) To encourage Entrepreneurship	To support and encourage entrepreneurship to clients as option for career. Offer of specific training/events to entrepreneurs/self-employed, also includes business camp for youth	Utilizing the most appropriate program to achieve target Work Experience-Summer Employment	LDM/Employment and Training	April 1, 2021 to March 31, 2022
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3670005: ASETS - New Credit Employment and Training

	New Starts	In Progress	Incomplete	Complete	Total
Employment Counseling	<u>1</u>	0	0	<u>1</u>	<u>1</u>
Employment Retention Supports	<u>1</u>	0	0	<u>1</u>	<u>1</u>
Followup (Unemployed/Unspecified)	<u>2</u>	0	<u>1</u>	0	<u>2</u>
Intake/Client Assessment	<u>47</u>	0	0	<u>47</u>	<u>47</u>
Job Search Preparation Strategies	<u>1</u>	<u>2</u>	0	0	<u>2</u>
Job Starts Supports	<u>14</u>	<u>1</u>	0	<u>14</u>	<u>15</u>
Occupational Skills Training - Apprenticeship	<u>4</u>	<u>5</u>	0	<u>3</u>	<u>8</u>
Occupational Skills Training - Certificate	<u>15</u>	<u>13</u>	<u>1</u>	<u>5</u>	<u>19</u>
Occupational Skills Training - Degree	0	0	0	<u>1</u>	<u>1</u>
Occupational Skills Training - Diploma	<u>1</u>	<u>2</u>	<u>1</u>	0	<u>3</u>
Occupational Skills Training - Vocational / Industry Recog	<u>9</u>	<u>7</u>	0	<u>6</u>	<u>13</u>
Outcome (Employment)	<u>21</u>	0	<u>21</u>	0	<u>21</u>
Outcome (Training)	<u>3</u>	0	<u>3</u>	0	<u>3</u>
Outcome (Unemployed/Unspecified)	<u>2</u>	0	<u>1</u>	0	<u>2</u>
Pre-career Development	<u>2</u>	<u>1</u>	0	<u>1</u>	<u>2</u>
Self-employment	<u>1</u>	<u>1</u>	0	0	<u>1</u>
Skills Development-Academic Upgrading	<u>1</u>	<u>1</u>	0	0	<u>1</u>
Work Experience - Wage Subsidy	<u>3</u>	<u>3</u>	0	0	<u>3</u>
Workshop	<u>1</u>	0	0	<u>1</u>	<u>1</u>



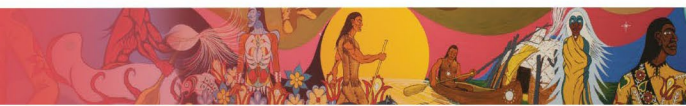


Indicator	# Served
Gender	
Male	<u>32</u>
Female	<u>36</u>
Other	0
Unspecified	<u>2</u>
Disability	<u>5</u>
Visible Minority	<u>5</u>
AGE (as of start of reporting period)	
Under 15	0
15-24	<u>18</u>
25-39	<u>30</u>
40-54	<u>17</u>
55 and over	<u>5</u>
Unspecified	0
Aboriginal Group	
First Nations	<u>70</u>
Metis	0
Inuit	0
Non-Status Indian	0
Not Aboriginal	0
No Response	0
Highest Level of Secondary Education Received	





Less than grade 9	1
Some highschool	37
Highschool graduation	31
Unspecified Secondary Education	1
Highest Level of Post-Secondary Education Received	
1 Year Diploma/Certificate	9
2 Year Diploma/Certificate	10
3 Year Diploma/Certificate	3
1 Year No Diploma/Certificate	2
2 Year No Diploma/Certificate	3
3 Year No Diploma/Certificate	1
Bachelors Degree	5
Masters Degree	0
Doctorate	0
No Post Secondary	19
Unspecified Post Secondary	18
Clients receiving funded interventions	64
Clients receiving only non-funded interventions	6





GOVERNANCE

Pillar 7 – Governance

STAFF:

Katelyn LaForme – Executive Director of Intergovernmental affairs (mat leave – Dec. 2021)

Margaret Sault – A/Executive Director of Intergovernmental Affairs

Emma Stelter – Governance Coordinator

Georgia LaForme – Communications and Engagement Lead

Nadine Laforme – Peacekeepers Coordinator

Casey Jonathan – Major Projects Coordinator

Jessica Maurice – Major projects assistant

Caytlen Burning – Council Coordinator

Cindy Aguis – Jr. Policy Analyst

Claudia Miller – Justice Intern

Caitlin Beresford – Legal Counsel

The Mississaugas of the Credit First Nation and the Government of Canada, as represented by the Department of Crown-Indigenous Relations and Northern Affairs Canada (“Canada”), signed a Memorandum of Understanding in June 2017, regarding the Recognition of MCFN’s Indigenous Rights and Self-Determination.

In August 2019, the MCFN and Canada signed a Preliminary Agreement to Advance Reconciliation and Establish a Renewed Relationship (the “Agreement”).





As part of this work, Council established a Governance Committee, chaired by the Councillor responsible for Pillar 7.

Over the course of 2020-2021, the need became clear that the work of the Governance Committee required more support internally to the MCFN. As such, in March 2021, Council passed a Motion formally creating the MCFN Governance Department. The Department is overseen by an Executive Director of Intergovernmental Affairs.

As the newest MCFN department, staff and the Governance Committee, are working to establish collaborative and engaging relationships with other MCFN departments and to assist those departments with any of their governance work. The Governance Department will also continue to work on initiatives that promote MCFN self-government, such as child welfare, education, etc.

Working with the Governance Committee, the Governance Department aims to achieve the following goals:

- To support and promote the MCFN's Vision and Mission Statements and Seven Grandfather Teachings, as it pertains to MCFN governance;
- Develop and carry out a work plan approved by Council;
- Direct any, and all, activities, as outlined by the work plan;
- Develop annual objectives, driven by the direction and guidance of Council;
- Monitor changes to MCFN and ensure any changes are reflected in MCFN governance;
- Support related governance work and activities of MCFN's Departments and staff;
- Promote Member involvement in MCFN governance activities; and
- Interacts with governments and negotiates ways to reconcile differences based on mutual respect and equitable partnerships.





Current Projects:

- **Approval Law:** As we move forward in asserting jurisdiction over ourselves, MCFN laws will be drafted and implemented to guide us on our path. This Law will set out the process in moving forward.
- **Election Law:** The Mississaugas of the Credit First Nation (MCFN) will be opting out of the election provisions of the Indian Act and will be undertaking their own process of carrying out their elections. A drafted version will come to council in 2021/22.
- **Peacekeepers Program:** To begin, the peacekeepers themselves, will act as an enhanced “neighbourhood watch” type program, acting as role models within the community. As a second phase approach, the peacekeepers will then have light bylaw and law enforcement powers. Currently being researched, developed and community engagement is being undertaken.
- **Administrative Tribunal:** a traditional system of justice that serves the needs of its society based on the objectives of healing, reconciliation, and re-establishment of the community in situations where the peace and harmony of the community was disrupted. Currently being researched.
- **MCFN Constitution:** A constitution is the supreme law of a Nation. It is the highest form of law. Among other things, a constitution creates, empowers, and regulates government. The MCFN Constitution will set out the basic principles our government must conform to and the rights of our Members

This year we have seen the creation of several sub-committees:

- **Constitution Sub-Committee** – Knowledge Keeper Harry LaForme, Youth Members Austin Sault and Clarice King, Councillor Responsible for Pillar 7 and applicable staff;
- **Peacekeepers Sub-Committee** - Councillor Responsible for Pillar 7 and applicable staff, recruitment for Knowledge Keeper and Members currently taking place;
- **Admin Tribunal Working Group** - Councillor Responsible for Pillar 7 and applicable staff, recruitment for Knowledge Keeper and Members to take place;

Land Claims Sub-Committee continues to operate, as has done for a number of years.





Governance Committee meets weekly.

Engagement

- Doing at least once a month Engagement Sessions on MCFN Governance Department / Committee work to date (most have been online due to COVID-19)
- Topics have included: General Governance, Approval Law, MCFN Constitution, Peacekeepers Program, Election Law, OneFeather etc.
- Facilitated by Communications and Engagement Lead
- Recording all and posting to Members Only website
- Attendance currently ranges from 5 – 20 people

This year saw the Major Projects Unit created under the Governance Department:

The Major Projects Coordinator works with relevant departments/Council to lead engagement on major projects that are occurring within our territory. Further, the Major Projects Coordinator will support MCFN in developing the Major Projects Department.

Major projects are those that require significant engagement efforts from MCFN departments and leadership and have advanced to include economic discussions. MCFN is currently engaged in a number of major projects which are at varying stages of early development. The major projects include but are not limited to: Waterfront Toronto's revitalization of the Toronto Waterfront; Ontario's plan to redevelop Ontario Place; the Downsview redevelopment; the Canadian National Railway's Milton Logistics Hub and Parks Canada projects.

Comprehensive Community Plan:

A CCP is:

- A formal document that outlines the needs and aspirations of a Nation for the next 10 – 20 years.
- A plan made through a grassroots process that engages members.
- A guide for leadership and staff based on the community's vision and priorities for the future.

We have contracted Dan Penner from Urban Systems to complete this work, along with assistance from Governance support staff.





HOUSING DEPARTMENT

Acting Pillar Lead: Councillor Ashley Sault

Housing Staff

Lorraine LaForme, Housing Director

Raymond Hill-Johnson, Technical Resource Manager

Colette Webb Acting Housing Assistant

Alicia Maracle-Sault, currently on protected leave

Ryan Thomas, Technical Resource Support Worker

Housing New On-reserve program

The Housing New On-Reserve program provided financial loan assistance for the construction of six (6) family homes that will provide adequate housing for a total of 23 (Twenty-Three) individuals. Prior it was 2 homes per 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 individuals for the health and safety of the occupants and to prolong the life of the home for 15 years.

Nine (9) Homes received funding of the nine (9) applicants – six (6) were senior and/or disabled funding.





CMHC Residential Rehabilitation Assistance Program (RRAP) for on-reserve
No funding allotted last year.

Technical Resource Manager (TRM) & Technical Resource Support Worker (TRSW)
MCFN HRRS Program –

- Nine (9) initial HRRS inspections for existing homes that resulted in 9 Specification Reports with numerous follow-up inspections completed.
- Due to Covid year-end inspections for rentals (23), (5) Eagle Lane subdivision homes, and one (1) Band-Owned rental unit did not take place last year
Note: at times the TRM cannot obtain permission to access units/homes
- The OFNTSC Inspector (Ontario First Nation Technical Services Corporation) is mandated to complete the Housing New & CMHC RRAP inspections that the TRM attends with him, as well the OFNTSC Inspector has agreed to assist the TRM with the HRRS Program as well based on a Council motion that was passed. So both the MCFN TRM & the OFNTSC Inspector complete all necessary inspections for the MCFN.
- The MCFN TRM Conducts Mandatory rental Move-in/Move-out inspections when required.

North subdivision (Eagle Lane Estates)

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





Housing Staff Meetings

Recently Housing has been meeting weekly due to the volume of work.

Housing Committee Meetings

Pillar Lead has been meeting with Housing staff fairly regular as well as setting Pillar meetings.

Townline Estates Rental units

5-Plex (Band-Owned)

5 Plex, phase II

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

5 Plex, phase III – fully occupied.

Townline Estates 3 year Grass Cutting Contract

Contract for May to September 2022 for grass cutting - will not be year by year and not a 3 year Contract as before.

Heating Maintenance Servicing year to year

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





Townline Estates Playground/park area year to year

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

ASAP Maintenance software

Accounting software (Ferrus Computers - ASAP) has been downloaded to 2 Computers.

Training:

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

Revisions to Agreements

On-going, with minor changes being made in order for Agreements to match Council motions passed pertaining to the Housing New Agreements, such as \$200,000.00 at 3% changed to \$300,000.00 at 2% and the area that speaks about 2 homes per year changed to 6 homes per year, etc. So only things changed in order to carry on with the program and in time, will be sent to Council for final approval.

Housing 911 map update

TRM updating Mapping for MCFN





Land transfers allocated back to band member & Proof of Insurance records
On-going

Reporting requirements

- 2020/21 – ISC Enhancement Dollars – Dollars allotted, report to be completed by March 31, 2022
- 2020/21 – to be spent by 2022, all dollars allotted, report to be completed by March 31, 2022
- COMPLETE - 2020/21 Capital Projects Report – Housing & HRRS due June 29/2022 - COMPLETE
- COMPLETE - 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 SEPTEMBER 2022. Assist Director of PW with the Housing part of this Report.





HEALTH SERVICES

Reports to Nation Wellbeing and Wellness Council

Staff:

Acting Health Lead: Margaret Copeland RN

Community Health Supervisor: Margaret Copeland RN

Community Health Nurse (CHN): Margaret Copeland RN

Community Health Representative (CHR): Laura-Lee Kelly

Community Health Clerk: Janice Mt. Pleasant

Pandemic Response Nurse (1-year contract): Lisa Augustino RN

Early Child Development Worker: Leslie Maracle

Healthy Babies/Healthy Children: Elizabeth King

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

Registered Practical Nurse (RPN): Frances LaForme

Personal Support Worker (PSW): Dayna Woodruff

Personal Support Worker (PSW): Melissa McGee

Personal Support Worker (PSW): Tara White

Home Care Respite Worker: Joyce Truckle





Community Health Unit

The World Health Organization (WHO) had declared the novel coronavirus (COVID-19) a global pandemic. Going into the second year of the COVID19 Pandemic and the COVID19 Working Group including Community Health Nurse, Social and Health Director, Human Resources, Public Works, COO, Council Representatives, and Ekwaamjigenang Children's Centre (ECC).

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

Community Health Unit has 1 Community Health Nurse, 1 Pandemic Nurse, Community Health Representative, Healthy Babies Healthy Children Coordinator, Community Health Clerk and a Registered Early Child Educator.

Community Health Nurse

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

The CHN coordinated with Haldimand Norfolk Public Health, EMS and MCFN staff and support from MCFN leadership to offer Pfizer Vaccine Clinics. COVID19 Vaccine Clinics were offered to





community members once a month hundred of MCFN members on/off along with their partners and families received the Pfizer vaccine.

A Pandemic Nurse was hired to support the CHN and to provide COVID Case Management and COVID Vaccine Clinic assistance. Pandemic Nurse resigned and the position was vacant for a few months.

Additional CHN duties carried out:

- Supervision of Community Health Representative, Community Health Clerk, Healthy Babies/Healthy Children Program Coordinator and the Pandemic Nurse.
- Supervised Diabetes-related programming ADI/OADS funding, World Diabetes Day, a few days of Foot Reflexology, FASD programming golfing family passes, Canadian Tobacco Strategy.
- Other communicable disease management Hep-C, STBBI, Dog Bites (rabies) Fall Flu Clinics and homebound Flu shots, Immunization's infant, children and the School Based Immunization program.
- Member of the MCFN Joint Health & Safety Committee.
- Member of the Reclaim Wellbeing, a regional cancer strategy committee.
- Attended Online Zoom Pillar II meetings
- Health consultant for MCFN Education (LSK & ECC) developed a Professional Day PPP on Epi Pens, Concussion, asthma, School Based Immunizations program, and Pediculosis (head lice)
- Consulted with the MCFN Back to Work Policy, LSK and ECC return to school IPAC policy.
- CHN completed CPR training, Transportation of Dangerous Goods, Mustimuhw training.





Community Health Nurse is Co-Chair of the Indigenous Health Network, member of the Indigenous Cultural Safety Committee of Brant Community Healthcare System, CHN is a volunteer Board Member of the Brant Community Healthcare System. Member of the Registered Nurses Association of Ontario.

Community Health Clerk:

Community Health Clerk supports the Community Health program by booking COVID19 appointments, liaison with Haldimand Norfolk Public Health to upload COVID19 vaccines onto the CoVAX system, scheduling Flu shots and assisted and scheduled Pet Wellness appointments. As well as ordering PPE supplies and PPE inventory, monitoring the vaccine fridge, and supported front reception when needed. Maintained files for the Pet Wellness, Immunizations and Healthy Babies records.

Community Health Representative:

Water Collection: weekly bacteriological testing and free chlorine parameter reading of water samples collected from five band-owned buildings/sites on the water distribution line.

West Nile Virus Surveillance: August 30- October 18, 2021, four adult mosquito traps set up in different locations of the MCFN Community on a weekly basis by the CHR. Mosquitos are collected sent to a lab for species identification and viral testing the next day. Zero positive pools of adult mosquitoes reported this season. Zero reports or submissions of avian specimens (dead or sick birds) for testing of West Nile Virus. Social media awareness/prevention materials posted in summer months.

Lyme disease Surveillance: March- December 2021 no ticks found on humans reported/submitted in need for identification and testing. Social media awareness/prevention materials posted in March when ticks are active.

Rabies Surveillance: Dog bite reporting and follow-up. Zero raccoon carcasses reported or sent for the testing of rabies.





Annual Spring Pet Wellness: May 17 & 18, 2021 was preformed out of Social & Health Services garage by way of a drive-thru service in order to social distance. Dogs and cats were able to receive their up-to-date rabies vaccine and other important public health vaccines along with preventative care for fleas and ticks.

Lymantria dispar (gypsy moth) spraying: CHR assisted with the coordination of MCFN community spraying and social media awareness information.

Canadian Tobacco Strategy programming: virtual smoking cessation series, goat yoga, paint night, quills 2 quit and basket making workshops. CHR took professional development: Training Enhancement in Applied Cessation Counselling & Health- online certificate program.

Cancer screening and prevention/awareness: CHR helped organize the Cancer Screening Coach bus visits, social media information on screening/cancer prevention, attended Reclaiming your Wellbeing Cancer Committee meetings virtually.

Chronic disease prevention programming/activities: Diabetes- garden kit giveaway on Earth Day, Mindful eating zoom workshop and World Diabetes Day social media awareness. World TB Day hoodie giveaway, World HIV/AIDS Day social media awareness, FASD (Fetal Alcohol Spectrum Disorder) awareness virtual workshops and golf pass giveaway, summer safety kit giveaway and women's health kit giveaway.

CHR does referrals/consulting with the Environmental Public Health Officer (Indigenous Services Canada) to offer Safe Food Handling Certificate Courses. Inspections; home, well and septic, pests etc.

Hand hygiene workshops and First Aid & CPR Courses deferred due to pandemic and limited in-person programming allowed at the time.

NIHB (Non-Insured Health Benefits Program) inquiries: followed up with members inquiring about services covered or reimbursed through the NIHB program.





COVID-19 pandemic: CHR offered support at vaccine clinics throughout the year, dropped off supplies to persons in isolation and helped with rapid testing kit distribution within the community

MCFN Healthy Babies Healthy Children (HBHC) 2021-2022

The primary focus of the HBHC program is early intervention and education for expecting and new families. There were 11 births and 28 families accessing HBHC services in 2021/2022. This program assisted prenatal, new mothers, fathers and their babies through various services offered. In-person visits available to monitor growth and development by utilizing the Looksee Developmental Screen for infants. Fetal Alcohol Spectrum Disorder (FASD) education offered to MCFN families to raise awareness and prevention.

In addition, HBHC offered and/or assisted with:

- Infant Massage
- HBHC Mom's Chat Group with various topics of discussion
- Indian Cookie Giveaway with draws for children's book giveaway to promote on literacy
- FASD virtual workshop
- Summer Safety Kits
- HBHC Mom's Wellness Package
- HBHC Mother's & Father's Day Gift Giveaway
- Honouring our Youth Giveaway for National Day of the Child
- FASD Awareness Family Golf Passes
- Every Child Matters Unity Walk – coordination assistance
- COVID Vaccination Clinics
- Prenatal Opioid Exposure and Neonatal Abstinence Syndrome - coordination assistance/ongoing
- Vision Screening for MCFN children - coordination assistance

Training and Workshops attended:





- Infant Massage Recertification
- Dolly Parton's Imagination Library Homecoming Conference
- Excel – format, organize and calculate data on a spreadsheet
- Mindful Eating
- Bereaved Parents and Parents of Stillborn and Miscarried Children Workshop
- FASD – topics: Prevention, Stamp out Stigma, Identification, Assessment and Diagnosis

Early Child Development Worker

2021-2022 was done with kit pickups and virtual programming and workshops due to COVID-19.

Kit pickups continued from the previous year. I went on adoption leave as of August 23, 2021. I have listed in chronological order the kits that I have helped with throughout this year:

- April - Easter Kit Giveaway: consisted of breakfast foods to prepare, candy.
- May - Earth Day Kit: potted trees (apple, blueberry and raspberry bushes from Eising's)
- Mother's Day Kits: canvas picture (Hessy Press), \$10 Tim's card. Partnered with EarlyON
- Garden Kits: vegetable or medicine garden kits from Eisings and Kayanase and bags of soil. Partnered with EarlyON and Community Health
- June - Father's Day Kits: Lawn Chairs and Bucket Hats (Thompson's) and \$10 Tim's card
- Indigenous Solidarity Day Kits: lyed corn, salt pork, beans (Route 54), leather craft, Pow Wow CD 1 kit per family
- Strawberry picking partnered with EarlyON at Austin's Farms
- July - Picnic Giveaway: Picnic basket, picnic blanket, \$20 PC gift card, water balloons and candy





- Day Camp Kits: 2 sessions in July with a variety of materials for an activity per day for 2 weeks.
- Assisted Community Support with Archery on Thursdays. 2 families with a 45 minute time slot at 4:00. 5:00 OR 6:00.

Training Completed:

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

Home and Community Care Program

In 2021/22: The Home & Community Care (HCC) Program consisted of a Home & Community Care Coordinator/Supervisor (Registered Nurse), a Registered Practical Nurse, three (3) full-time Personal Support Workers, and a full-time Cook for Meals on Wheels program. There was a total of 71 clients who received home care services with some utilizing a variety of programming. Meals on Wheels was continuously delivered throughout the ongoing pandemic, serving 40 – 50 community members each day Monday to Friday. Foot care was provided to 31 clients, in monthly clinic or in home. Assessments and re-assessments were completed by the RN, or RPN as required. These assessments required 1.0-2.0 hours per client depending on the health and care





needs of the individual client. All Home and Community Care services are based on assessed need.

Personal care was provided, serving 8 clients. Craft Day included a variety of kits (Native American Dolls, Medicine Pouch, Bird Feeders, to name a few) delivered to 7-14 clients. A meal was served on the last Tuesday of each month, delivered to clients who would normally attend Monthly Socials. In-person programming for Socials resumed September 2021 to November 2021 and again March 2022, serving 3-6 clients. Shopping was offered for Christmas shopping in November and December, with 3-6 clients utilizing this service in total. Staff were able to do indoor shopping, list shopping, attend the laundromat, outdoor programming, etc. as long as proper PPE was being utilized and social distancing guidelines were being adhered to. Transportation (vehicle with plexiglass barrier utilized) was accommodated for a variety of appointments, serving 10 clients. Laundry services were provided serving 6 clients. Light housekeeping served 8 clients. House cleaning kits were delivered to clients on service for Light Housekeeping.

The Home and Community Care program integrated with the Mental Health Unit to deliver kits to Seniors.

Training for the unit consisted of (all training was through Zoom and webinars): Mental Health, Mental Health & Addictions, Self-care, Palliative Care, Supporting Caregivers, Grief & Loss, Skin and Wound Care, Foot Care, Ageless Grace, Diabetes, Safe Food Handling, Falls Prevention, Motivational Interviewing, Trauma-Informed Care, Healing, Food Insecurity & Disorders, Compassion & Wellness in the Workplace, Addressing Elder Abuse, Dementia, Managing Stress, Communication, COVID-19 Recovery, and Mindfulness & Well-being.





**MCFN ANNUAL REPORT
LANDS, MEMBERSHIP & RESEARCH
FISCAL YEAR: 2021 – 2022**

STAFF

NAME	POSITION
Margaret Sault	Director Lands, Membership & Research (temporary reassignment Nov 15/21 to Acting Executive Director of Intergovernmental Affairs)
Delainie King	Lands, Membership & Research Assistant (temporary reassignment Nov 15/21 to Acting Director Lands, Membership & Research)
Teresa VanEvery	Community Consultation/Lands & Membership Officer
Annette Hottinger	LMR Clerk

PROGRAMS & SERVICES

#	Program / Service	# Transactions	Comments
1	MEMBERSHIP <ul style="list-style-type: none"> • Event reporting of Births, Deaths, Marriages, Divorces, Amendments, Miscellaneous • Certificates of Indian Status Cards 	45 295 2	Monthly event reports sent to ISC.





	<ul style="list-style-type: none"> Membership Transfers (Other First Nations) Blood Quantum Letters/Family Tree Research..... Residency/Identification Confirmations Registered member end of March 2022 	<p style="text-align: center;">2 16 2683</p>	Members hip Transfers processe d once a year.
3	RESEARCH & LANDS <ul style="list-style-type: none"> Leases/Permits Transfers/Allotments/Surviving JT Surveys 	<p style="text-align: center;">3 25 9 completed 4 in process</p>	
4	COMMUNITY WELLNESS <ul style="list-style-type: none"> 1st distribution applications processed 2nd distribution applications processed 	<p style="text-align: center;">2510 2454</p>	Nov 2021 Council approved a 2 nd distributio n
5	DONATION POLICY <ul style="list-style-type: none"> Applications for Reimbursement of Registration/Lesson fees 	<p style="text-align: center;">45 8</p>	





	<ul style="list-style-type: none"> • Applications for Event Funding 		
6	ESTATE POLICY <ul style="list-style-type: none"> • Applications received • Applications approved • Applications Rejected/Pending 	24 24 1	Estate in Court
7	RESIDENCY REQUESTS (in-active) <ul style="list-style-type: none"> • Applications Received • Applications Approved • Applications Rejected 	5 0 0	
8	BY-LAWS (in-active) <ul style="list-style-type: none"> • Zoning By-Law Amendments • Animal Control • Intoxicants 		These will be reviewed & updated in the Community Master Plan Project





	<ul style="list-style-type: none"> • Trespassing • Residency 		
9	MATRIMONIAL REAL PROPERTY (MRP) <ul style="list-style-type: none"> • Draft law completed • Estates under MRP 	1	Active: court
1 0	HISTORICAL GATHERING <ul style="list-style-type: none"> • Planning • Registrants • Implementing • Wrap up 		Due to Covid the HG was cancelled.
1 2	OTHER DUTIES <ul style="list-style-type: none"> • Membership amendments: Bill S-3 & Hele decision (May 2021) • Land records maintaining • Estate Matters • On-going training • Land Surveys 		





DEPARTMENT OF LIFELONG LEARNING

Pillar 4 Education and Awareness

Director of Lifelong Learning: Patti Barber, RECE

In May 2021, the Department of Lifelong Learning was created. This new department amalgamated together MCFN Child Care, EarlyON Child and Family Programs, Lloyd S. King Elementary School, Secondary and Post-Secondary Education and also includes working together with the MCFN Board of Education.

Lifelong Learning – Early Years

Early Years Administrator (EYA): Katharine Brown, RECE

Ekwaamjigenang Children's Centre (ECC)

Staff:

Supervisor: Elisa Machida BA RECE

Acting Assistant Supervisor: Shannon King RECE

Cook: Kathie Thompkins

Anishinaabemowin Instructor: Blake Sault

Child Care Assistant: Pamela Bomberry

Registered Early Childhood Educators:

Greg Montour

Bonnie Smith

Jimi Green

Kris Kerfont

Megan LaForme

Melissa Carter

Rachel Skinner BA Hons

Lacey King Smith





License

Ekwaamjigenang Children's Centre is licensed for 63 childcare spaces for children aged 0-6 years. The trained staff provides a culturally-based, positive learning environment for the children through a variety of planned emergent curriculum activities based on the interest and developmental needs of the children. Ekwaamjigenang is subject to an annual license renewal inspection by the Ministry of Education (MEDU) however licensing has been suspended by the Ministry for child care centres that have remained closed.

ECC Number of Families and Children Served

In the past fiscal year, Ekwaamjigenang Children's Centre has been mostly closed to children due to the ongoing COVID 19 pandemic. We opened back up to families for November and December then closed again until February 28th. There are 29 children enrolled and receive regular zoom calls with ECC staff. These families were not charged parent fees during the closure period. Families also received learning bundle kits as requested on a regular basis.

Program Expansion

As part of the Lloyd S King Elementary School Expansion a new child care centre and home for Ekwaamjigenang Children's Centre is being constructed. The new location will be licensed for 10 infants, 15 toddlers and 32 preschoolers for a total of 57 licensed child care spaces.

Maawdoo Maajaamin Child Care (MMCC)

Staff:

Supervisor: Stacey Joncas RECE

Cook: David Cochrane

Eddiezel Lazaro RECE

Kate Schroder RECE

License

Maawdoo Maajaamin Child Care has not received its license as of March 31st 2022 due to ongoing construction deficiencies with GEDSB. The centre has spaces for 49 children aged 0-4 years and is anticipating construction completion and Ministry Licensing in





April/May 2022.

EarlyON Child and Family Programs

Staff

Facilitator: Bridgette Ouwendyk

Facilitator: Shelby Riddell

Community Navigator: Jolene Hill

Cultural Facilitator: Kelly Henry

Program Support Person: Tiara Shurr

Program Overview

The EarlyON Child and Family Program remains closed to in person programs however has a robust virtual program with multiple daily programs including story time, craft and chat, infant massage, positive discipline in everyday parenting, smudge and circle time, workshops and more.

Program Highlights

Our EarlyON Child and Family Programs continue to grow and change in relation with community feedback and requests. We continue to incorporate “How Does Learning Happen” into our programs. An Indigenous Reads Book Club for parents and caregivers was established with financial support from the MNCFN Community Trust and has been very well received. The Indigenous Lending Library continues to expand in both materials and membership.

EarlyON Alternative programming space

At the Pow Wow arbor location, the winterizing of the washrooms, under the direction of the Director of Public Works, have yet to be completed in light of the COVID-19 restrictions and supply chain delays experienced this year.

Early Years outside Meetings/Development

The EYA has worked closely with the Haldimand-Norfolk (HN) EarlyON Staff from REACH as well as meeting regularly with Haldimand-Norfolk Consolidated Municipal Service Manager (CMSM) Michelle Balint for planning, updating and reporting purposes.





The EYA and ECC Supervisor met monthly virtually with the South West Region Progressive Early Learning Aboriginal Centres of Excellence Network (SWR PEACE Network), Indigenous Professional Learning Opportunity through Firefly Organization, and the Early Learning and Child Care Network.

Early Years Internal Networking

Collaboration is ongoing between the MCFN Early Years, Community Health Office, Lloyd S. King Elementary School, and the Culture and Events Departments.

Financial Reporting Activities

Under the Early Years Programs there is direct financial reporting and involvement with Employment and Social Development Canada, Ministry of Education and the HN CMSM.

Lloyd S. King Elementary School

Staff:

Principal: James Medway

Office Manager: Tiffany Racette

Curriculum Lead: Catherine Shawana (transitioned from Cultural Resource teacher)

Special Education Resource Teachers: Tammy Sault and Beth Bruce

Registered Early Childhood Educator: Lacey King-Smith

Anishinaabemowin Instructor: James Shawana





Teachers:

Tammy Beauvais

Laurie Sault

Allison Hannah

Dale LaForme

Sarah Higgins

Magda Swito

Shelby O'Donnell

Bailee Doherty

Charles Kennedy

Julie Gardner

Brian Roussel

Matt King

Educational Assistants:

Tuesday Lewis-Brant

Melouise Desmoulin

Lisa Hill-Krikke

Colleen Hopman

Chris Hyatt

Jenny LaForme

Inez Sault

Christina Sanford

Levi Watson

Kaitlyn Wade





Enrollment

149 students were enrolled Due to the COVID 19 pandemic part of the year was online.

Students returned to in person learning on November 1, 2021 to December 17, 2021 and staff and students then transitioned back to online learning on Jan 3, 2022 until February 28, 2022. Ten students opted for online learning for the academic year.

Average Daily Enrollment - JK/SK	14
Average Daily Enrollment - Grade 1-3	47
Average Daily Enrollment - Grade 4-8	88
Average Daily Enrollment - Grade 9-12	
Total Number of Students enrolled	149

Education Service Agreements

A new Education Service Agreement was entered into with the Grand Erie District School Board which commenced in 2021 this agreement will end August 31, 2024.

Through Reciprocal Education Agreements MCNF students attended classes at the following school boards:

Brant Haldimand Norfolk Catholic District School Board	ELEMENTARY	1
Grand Erie District School Board	ELEMENTARY	7
Brant Haldimand Norfolk Catholic District School Board	SECONDARY	14
Grand Erie District School Board	SECONDARY	51
Total		73

Nominal Roll

Net total funded students is 222





Transportation / Bussing

For secondary students we offered bussing to Hagersville Secondary School and four Brantford Schools which included, Assumption, Six Nations Polytechnic STEAM Academy, Grand Erie Learning Alternative (GELA) and Pauline Johnson.

Special Education

One child transitioned to Special Learning Resource in Waterford and remained online for the 2021-2022 school year.

Post-Secondary

The post-secondary education program hired a new post-secondary advisor position to oversee the post-secondary program and funding.

The total number of students funded: 95 full-time 2 part-time

First Nations with School Collective (FNWSC)

The MCFN Lifelong Learning Department and Councillor Veronica King-Jamieson are part of the FNWSC, this group provides a unique and united political voice of eight First Nation communities who are active in coordinating the protection of inherent rights and jurisdiction over education for First nations with Schools. This group serves as a resource to MCFN to negotiate with Indigenous Services Canada (ISC) and Crown Indigenous Relations Northern Affairs Canada (CIRNAC) with regards to achieving adequate funding through a regional education agreement other funding agreement and jurisdiction over our own education for our membership.

Indigenous Services Canada Reporting

Yearly ISC reports were submitted in a timely manner.

Secondary Reports

Grand Erie District School Board Education Report can be accessed at the following link [https://granderie.ca/application/files/7616/6681/0159/Indigenous Education Report 2022-Mississaugas-20Pages-LR.pdf](https://granderie.ca/application/files/7616/6681/0159/Indigenous_Education_Report_2022-Mississaugas-20Pages-LR.pdf)





MNCFN Community Trust

The Trust approved the request to financially support the following programs:

Graduation Awards, Maxwell King High School Incentives, and COVID-19 reimbursement.



Mississaugas of the Credit First Nation

2789 Mississauga Road, Hagersville, ON, N0A1H0



Phone: 905-768-1133

Fax: 905-768-1225





MEDIA AND COMMUNICATIONS

Reports to Governance Department

Staff / Position:

Georgia LaForme/ Communications and Engagement Lead

Communications Coordinator – vacant this fiscal

Jeanette Cossaro/Communications Administrative Assistant

Purpose:

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

Overview of Operations:

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

- The Eaglepress Newsletter. We publish about 25 to 50 pages monthly in a full-colour, 8 X 11 newsletter. The newsletter includes a Chief's message, Job postings, departmental updates, Chief and Council updates, community initiatives, culture, event coverage (community news), and event ads and notices. Each month, the newsletter also covers news stories and feature stories about MCFN and community members. It is published online, and mailed out. Content submission deadline is the third Friday of every month.

- Social Media:

Facebook: Mississaugas of the Credit First Nation





YouTube: Misissaugas of the Credit First Nation

Twitter: @mcfirstnation

Instagram: @mcfirstnation

- Website: mncfn.ca. The website includes: Departmental information, Treaty Lands and Territory information, and timely news updates and notices, an events calendar, COVID-19 information, and more.
- Weekly flyer distribution to most on-reserve members. The flyers are delivered most on-reserve households every Wednesday (in mailboxes by the next day on Thursday) and consist of notices, events, job openings, etc. This is an extra method of communication for people who may not have access to Facebook or our Website.
- Press releases and statements

What is Communicated:

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





Other Responsibilities:

- Respond to Media Inquires
- Compile and publish the MCFN annual report, which is to be made available to the community via the Website and mail-out during Caring Together Week in September every year.
 - Develop and provide marketing materials for promotions, events, policy statements, and key messaging such as flags, banners, posters, etc.
- Videography and photography services for community events.
- Engagement sessions with community, that are recorded and posted to our Members Only site.
- Respond to community and public inquiries via Facebook, email, phone calls, etc. and direct the inquiries to the appropriate people if our department can't provide the answers immediately.
- Process MCFN logo usage applications and assist the public with territory recognition statements.
- Advocate for proper representation of MCFN in our Treaty land and traditional territory (government, schools, non-profit organizations, sports, entertainment venues, etc.)
- Assist other departments with communication needs and advise them on media-related issues.

Updates: Statistics During the Fiscal Year

Facebook page at April 2021: - 5,000 likes and followers, over 1,000 new

Twitter: 3,400 followers

Instagram: 1,900 followers

Facebook total page Reach: 361,000 people.





Instagram total page Reach:

17,000 people

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

1.56 million people

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

Media Monitoring during this fiscal: About 1,680 articles with mention of MCFN.

Highest interacted article: <https://www.cbc.ca/news/canada/hamilton/grey-cup-land-acknowledgement-1.6289165>





PUBLIC WORKS DEPARTMENT

INFRASTRUCTURE & COMMUNITY DEVELOPMENT COUNCIL

Chair: Councillors – Craig King / Evan Sault

STAFF:

Public Works Director – Arland LaForme

Public Works Assistant - Brandy Vinnai

Infrastructure Maintenance Worker (B)– Robert Hill / Craig King

Infrastructure Maintenance Worker (R) – Leo LaForme

Infrastructure Maintenance Worker (G) – Jeremy Sardine

Community Centre Caretaker – Tommy Wythe / Jeremy Sardine / Jesse Herkimer

Infrastructure Manager – Brandon Hill

Infrastructure Manager Assistant – Matthew Sault

LSK Caretaker/Maintenance - Trenton Hill

LSK Caretaker – Sara Henry

LSK Caretaker – Summer Joseph (contract)

CUSTODIANS:





maamwi gnawending (Social & Health Service) – Kyle Sault / Nathaniel Sault

Rumpus Hall/Adm Bldg 1 - Lorraine Sault

agimaw gamig administration 1 – Rosa Clause

Ekwaamjigenang Children's Centre – Jerry Martin

INFRASTRUCTURE

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

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

Projects included.

- Agimaw Gamig Administration Building – New sound system installed in boardroom, hepa filters purchased for common areas in reception, environmental cleaning as required, annual fire extinguisher and emergency lighting inspections, finance clerk office renovations completed, Routine maintenance on back-up generator completed.
- Rumpus Hall / Governance Building – High level warning light electrical installation completed, environmental cleaning as required.





- Buildings/Grounds – Contracted the removal of expired paints / liquids from garages/shops.
- Admin. Building 2 – Annual fire extinguisher inspections
- Roads Garage – Replaced steel roof
- Council House – Routine maintenance performed on an as required basis for this asset.
- Recreation Complex – Electrical work installed for hepa filters. Annual fire extinguisher inspections.
- Enterprise Building – Upgraded interior lighting to light emitting diode (LED) fixture upgrades, Annual fire extinguisher inspections
- Community Centre – New sound system installed in building, Annual fire alarm/sprinkler inspection and maintenance completed, HVAC unit annual maintenance, generator maintenance.
- Lloyd S King Elementary School – Mechanical and Plumbing equipment maintenance/replacements completed. Classroom (2) HVAC units replaced. Wildlife removal maintenance. Annual fire alarm/sprinkler inspection and maintenance completed. Annual back-up generator inspection and maintenance completed, Replaced ballasts and upgraded to light emitting diode (LED) fixture upgrades
- LSK Portable – Window replacement completed, wall panels and floor tiles repaired
- Portable – Removed dilapidated building off site, Constructed new Media & Communications Building.
- Truckfill – Replaced ductless heat/cool unit
- Ekwaamjigenang Children’s Centre – Replaced lighting ballasts
- Maamwi Gnowending – Replaced pedestrian lift, Keyless entry system installed, Installed hepa filters

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





Roads – All line markings were completed, Purchased concrete barriers

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

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

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

Fire - Public Works Department oversees the Fire Agreement between Haldimand County & Mississaugas of the Credit First Nation. For the purpose of this agreement, fire protection means and includes fire prevention and public education, fire suppression and life rescue from fire, life rescue from incidents or accidents other than from fire, basic first aid medical assistance at emergency sites, basic response for the suppression or containment of hazardous materials. 23 Occurrences detailed as follows: Open air 1, Medical 9, Structure Fire 3, Emergency Assistance 1, Motor Vehicle Collision 3, Remote Alarm 4, Vehicle Fires 2





Solid Waste – April 2021 to March 2022, Emterra Environmental has collected 141.25 tonnes of garbage

Recycling Program - April 2021 to March 2022, Emterra Environmental has collected 62.37 tonnes of recyclables and delivered to the Burlington Material Recovery Facility

Tom Howe Landfill Site (THLFS)

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

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

9-1-1 Signs - Public Works takes requests & installs the initial 9-1-1 signs as well as maintaining an up-to-date 9-1-1 listing. PWD replaced/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
- Ministry of Transportation (MTO) Final Submissions for Road Subsidy
- Waste Diversion Ontario (WDO) DataCall





SOCIAL SERVICES

Staff:

Director: Rachelle Ingrao (April-November 2021) position currently vacant

A/Social Lead: Yvonne Bomberry (January-March 2022) new position

Administrative Assistant: Shelda Martin

Financial Assistant: Vicki Martin

Receptionist/Secretary: Cheyenne Kehego

Supervisor of Family Support and Mental Health: Yvonne Bomberry (on leave May-December 2021)

Family Support Worker: vacant April-November 2021- (Dawn Greer November 2021-March 2022)

Family Support Worker: Lissa Lavallee

Family Support Worker: Patricia Jamieson

Mental Health Worker: Faith Rivers

Children's Mental Health Worker: Delby Powless

School Mental Health Worker: Nicola Gladwell (April-June 2021, September-January 2022) vacant from January to March 2022.

Community Support Worker/Supervisor: Shelly King

Community Wellness Worker: Hayli Sault on leave, Chris Myke contract

Community Wellness Worker: Jesse Sault

Program Liaison Worker: vacant

Fitness Coordinator: Zack Rose

Program Liaison

During the 2021/2022 fiscal year, this position remained vacant.

Family Support Program

The agency was closed for a portion of 2021-2022 due to the COVID pandemic.





Workers were able to attend visits with clients via phone, zoom, or FaceTime with Child Protection workers.

Court was held virtually over zoom and workers were able to attend on-line.

The Supervisor was on a leave from May to December 2021.

One of the workers filled the role on an Acting capacity. The vacant Family Support Worker role did not get filled until November 2021.

The cases loads remained around 45.

School Mental Health

The agency was closed for a portion of 2021-2022 due to the COVID pandemic.

This position was vacant from January to March 2022.

From April 2021 to November 2021, children at the LSK elementary school remained in online learning. They had a short period of return to class and then went back to on-line school again.

Sessions to assist children were done online, by phone or texting for this period. The SMHW continued to deliver virtual mental health curriculum to all classrooms on various days of the week. They had a virtual office door on the Brightspace system that students could access during school hours for assistance.

The SMHW also provided short-term support to 10 students and their families regarding issues such as absenteeism, behavioural concerns, confidence in returning to the classroom.

She provided 8 in-class presentations to support students in their mental health. The presentations covered topics such as emotional literacy, bullying, growth mindset, teambuilding, and crisis-support. In one session for the 5/6 class on the topic of crisis support, the SMHW utilized online cultural videos, classroom interactive discussions, an art-activity, and a Medicine Wheel safety plan tailored to the class to help students to notice when they or other needs to reach out for support, how to reach out, and resources they can use to do this.

Children's Mental Health

The agency was closed for a portion of 2021-2022 due to the COVID pandemic.





The Children's Mental Health Worker assisted children online, by phone, and texting during this period. Some parents brought their children in for sessions once we were able to return to in person sessions.

The CMHW assisted other programs with their kits for different activities.

The elementary students continued to learn on-line during this fiscal year.

Adult Mental Health

The agency was closed for a portion of 2021-2022 due to the COVID pandemic.

The Adult Mental Health worker assisted the community via on-line, by phone, texting and email during this period.

The creation of on-line programming began over the Covid 19 period and continues today.

The New Beginnings workshops were held with 10 participants.

The Walking Together in Our Healing Journey program also ran during this period with 10 participants attending. Participants were able to make moccasins while attending this group.

The Focused Intention Workshop ran during this period with 8 participants.

Community Support Program

The agency was closed for a portion of 2021-2022 due to the COVID pandemic.

The focus of this program is on prevention and education, as well as community awareness. The majority of the activities and services are prevention-focused, related to social skills development, and strengthening the family and community unit.

The in-person programming was suspended for this fiscal year. Staff delivered 88 weekly kits to children who were registered for the Breakfast program. They also delivered kits to the children in the 3 different youth groups.

Staff prepared drive through give away kits for the different holidays such as Halloween with 250 kits, Christmas with 150 kits, Family Day with 75 kits, Easter with 150, and March Break with 50 kits.

Community Support did not deliver their annual summer camp during the 2021-2022 fiscal year.

They prepared a total of 150 kits for summer camp activities for families during the 3 different camp sessions. The Unit also prepared 75 backpacks for the elementary school children.





Fitness Coordinator:

The gym was closed due to the COVID pandemic for a large portion of 2021-2022. It opened under strict guidelines with people needing appointments to attend and very limited capacity in 2022.





SUSTAINABLE ECONOMIC DEVELOPMENT

Sustainable Economic Development

Pillar Lead:

Staff:

Administration:

Director of Sustainable Economic Development –

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

Sustainable Economic Development Assistant: Aimee Sault

New Credit Variety & Gas Bar

Working Manager NCVGB – Andrea M. Sault

Senior Cashier – Brenda Woods

Cashier – Wanda Paul

Cashier – Kayla Norton

Cashier – Brianna Herron

Gas Attendant – Alexander Sault

Gas Attendant – Aaron Wobbs

Gas Attendant – Colby Martin

Gas Attendant – Eric Martin





Gas Attendant – Kayla Norton

Gas Attendant – Nathan Martin

Gas Attendant – Kyeriah Maracle

Programs and/or Services Offered:

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





- e. Develop assessment tools and criteria.
- 5) Business Grants – business grants program with funding provided by Chief and Council on a fiscal basis.
- 6) Community Services
 - a. Advise community members on issues which may impact them through community economic entrepreneurial development
 - b. Inform community members as they visit or call regarding business planning, coordinating of funding

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

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

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

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

Examples of business developments include;

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



Appendix A

Management's Responsibility

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

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

Management is responsible for the preparation and presentation of the accompanying amended and restated 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 amended and restated 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 the amended and restated consolidated financial statements.

The Mississaugas of the Credit First Nation Chief and Council is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the amended and restated 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 amended and restated 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.

September 27, 2022



Chief Operating Officer

Independent Auditor's Report

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

Opinion

We have audited the amended and restated consolidated financial statements of Mississaugas of the Credit First Nation (the "First Nation"), which comprise the amended and restated consolidated statement of financial position as at March 31, 2021, and the amended and restated consolidated statements of operations, accumulated surplus, changes in net financial assets and cash flows for the year then ended, and notes to the amended and restated consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying amended and restated consolidated financial statements present fairly, in all material respects, the amended and restated consolidated financial position of the First Nation as at March 31, 2021, and the results of its amended and restated consolidated operations and its amended and restated consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

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

Emphasis of Matter - Restated Information

We draw attention to Note 28 of the amended and restated consolidated financial statements, which describes that the consolidated financial statements that we originally reported on October 5, 2021 have been amended and restated and describes the matters that gave rise to the amendments of the amended and restated consolidated financial statements. Our opinion is not modified in respect of this matter.

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

Management is responsible for the preparation and fair presentation of the amended and restated 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 amended and restated consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Amended and Restated Consolidated Financial Statements

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

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

- Identify and assess the risks of material misstatement of the amended and restated consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the First Nation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the First Nation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the amended and restated consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the First Nation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the amended and restated consolidated financial statements, including the disclosures, and whether the amended and restated consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the First Nation to express an opinion on the amended and restated consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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

Cambridge, Ontario

September 27, 2022

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

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

	2021 <i>(Restated - see Note 28)</i>	2020
Financial assets		
Cash and cash equivalents	18,375,063	18,065,503
Restricted cash <i>(Note 3)</i>	13,249,328	10,681,938
Accounts receivable <i>(Note 4)</i>	1,259,281	1,137,500
Inventory held for resale <i>(Note 5)</i>	534,861	307,941
Portfolio investments <i>(Note 6)</i>	15,134,404	17,194,286
Due from First Nation members <i>(Note 7)</i>	4,490,185	4,400,800
Due from Community Trust Land Claim fund <i>(Note 8)</i>	3,547,567	3,521,505
Investment in government business enterprises <i>(Note 9)</i>	2,814,529	580,984
Ottawa trust fund <i>(Note 10)</i>	324,055	317,969
Loans receivable <i>(Note 11)</i>	624,000	640,499
Total of financial assets	60,353,273	56,848,925
Financial liabilities		
Accounts payable and accrued liabilities <i>(Note 12)</i>	2,524,592	4,039,364
Deferred revenue <i>(Note 13)</i>	6,188,826	5,812,850
Toronto Purchase Trust funds payable <i>(Note 14)</i>	7,319,788	8,466,624
Long-term debt <i>(Note 15)</i>	775,449	830,076
Total of financial liabilities	16,808,655	19,148,914
Net financial assets	43,544,618	37,700,011
Contingencies <i>(Note 16)</i>		
Non-financial assets		
Tangible capital assets <i>(Note 17) (Schedule 1)</i>	25,548,096	23,210,216
Prepaid expenditures	91,965	25,770
Total non-financial assets	25,640,061	23,235,986
Accumulated surplus <i>(Note 18)</i>	69,184,679	60,935,997

Approved on behalf of the First Nation

 Chief

 Councillor

The accompanying notes are an integral part of these financial statements

**Mississaugas of the Credit
First Nation**
Amended and Restated
Consolidated Statement of Operations and Accumulated Surplus
For the year ended March 31, 2021

	<i>Schedules</i>	2021 Budget (Note 20)	2021 (Restated - see Note 28)	<i>2020</i>
Revenue				
Indigenous Services Canada (Note 24)		8,443,237	12,819,868	15,229,127
Health Canada (Note 24)		1,505,141	1,810,294	1,312,901
Health Canada - Jordan's Principle (Note 24)		-	109,528	73,770
Canada Mortgage and Housing Corporation (Note 24)		46,703	37,061	45,218
Aboriginal Labour Force Development Circle		480,855	279,570	411,080
Ministry of Children, Community and Social Services (Note 24)		1,459,895	1,275,447	1,287,529
Ministry of Education (Note 24)		907,543	1,008,642	937,202
Ministry of Health and Long-term Care (Note 24)		353,494	463,450	399,924
Ministry of Transportation (Note 24)		-	68,863	72,900
Ontario First Nation Limited Partnership revenue		-	1,321,231	1,352,410
Toronto Purchase Trust revenue		-	11,590,680	6,681,893
Community Trust Land Claim Fund revenue		344,700	554,458	1,604,635
Sales from business enterprises		-	5,360,993	13,541,622
Income from portfolio investments		-	378,650	412,643
Gain (loss) on investment in government business enterprise - (8392692 Canada Inc.) (Note 9)		-	(33,782)	263,814
Decrease in investment in government business enterprise - (MCBC) (Note 9)		-	(522,349)	(741,620)
Other income		6,339,164	7,307,253	6,594,874
Repayment of funding		-	(252,132)	(528,821)
Deferred revenue - prior year		5,812,850	5,812,850	3,157,957
Deferred revenue - current year		-	(6,188,826)	(5,812,850)
		25,693,582	43,201,749	46,296,208
Program expenditures (Schedule 2)				
Council administration	4	4,404,863	12,293,075	10,962,200
Public works and housing	5	17,934,206	2,802,522	2,458,918
Economic development	6	846,829	645,268	560,454
Health and social services	7	3,794,110	3,271,531	3,366,139
Education	8	8,335,976	4,571,731	4,530,662
Land, membership and research	9	752,876	385,156	365,875
Childcare	10	2,620,787	2,119,873	1,903,101
Employment and training	11	-	149,012	316,399
Consultation and accommodation	12	2,021,850	2,113,921	2,716,587
Business enterprises	13	-	5,163,363	12,371,248
Amortization of tangible capital assets	14	-	1,437,615	1,393,141
		40,711,497	34,953,067	40,944,724
Surplus (deficit)		(15,017,915)	8,248,682	5,351,484
Accumulated surplus, beginning of year		60,935,997	60,935,997	55,584,513
Accumulated surplus, end of year		45,918,082	69,184,679	60,935,997

The accompanying notes are an integral part of these financial statements

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

	2021 <i>Budget</i> <i>(Note 20)</i>	2021 <i>(Restated - see</i> <i>Note 28)</i>	2020
Annual surplus	(15,017,915)	8,248,682	5,351,484
Purchases of tangible capital assets	-	(3,775,495)	(4,249,739)
Amortization of tangible capital assets	-	1,437,615	1,393,141
Change in prepaid expenditures	-	(66,195)	35,490
Increase in net financial assets	(15,017,915)	5,844,607	2,530,376
Net financial assets, beginning of year	37,700,011	37,700,011	35,169,635
Net financial assets, end of year	22,682,096	43,544,618	37,700,011

The accompanying notes are an integral part of these financial statements