



## 2023-2024 ANNUAL REPORT





## **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 Members consists of A. Mark LaForme, Darin Wybenga, Adam LaForme and myself. In the past few years we had the late Ward P. LaForme (1964-2021) and Caitlin Laforme. Darin has always taken the writing lead, Ward was supportive in providing the photography portion required for our Wampum Booklet and Caitlin was very helpful with Cultural Traditions and working with staff from Toronto Heritage for our Plaque locations. A. Mark LaForme brings knowledge in the Duty of Consolation and Accommodation, (DOCA) Mark has been the Director of the DOCA department since January 2015. We welcomed Adam in 2024 who brings his knowledge in Artifacts.

#### **Financial Sub-Committee**

Councillor Jesse Herkimer and I were appointed to the MCFN Financial Sub-Committee in December 2023. Our role is to meet with the Finance Director monthly and ask questions on our financial statements, and then bring the MCFN Council up to date if there are concerns.

We have had changes in our Financial Staff during 2024 and this has put us behind on our 2023-2025 Audit. We have brought in temporary financial support staff and also have had the assistance of our Auditors.

Our current goal is to increase the staff in our Finance Department, as our employee staff has grown, and additional sub-departments have been created.

#### **Committees**

- MCFN Financial Sub-Committee
- Artifacts Committee
- Golf Canada Events
- Liaison for the Annual Recognition Awards Committee
- Hydro One Niagara Reinforcement Line
- Credit Valley Conservation Trail Committee
- Liaison for Massey College
- PAMA – Peel Art Gallery Museum and Artifacts Committee (Brampton)
- Culture Days Steering Committee (Oakville)
- Anti-Black Racism Committee – Massey College
- Sheridan College – rep for the Indigenous Engagement Education Office

I continue to work with various Municipalities, Education Institutions and other organizations who request information on the History of the Mississaugas of the Credit First Nation.



# ADMINISTRATION- 2023-2024

## Financial Planning and Fiscal Oversight Council

Pillar 7 Lead: Councillor Jesse Herkimer 2023-2025  
Pillar 5 Lead: Councillor Erma Ferrell 2022-2025

### Staff

Chief Operating Officer: Kailey Thomson maternity leave 2023 Left in Aug. 2023

Acting Chief Operating Officer: Kerri King August 2023

Executive Director of Operations: Kerri L. King 2023- left Mar.2024

Acting Director of Operations: Warren Sault March 2024- Sept 2024

Chief Financial Officer: Not Filled

Director Finance: Lilia Moos left 2023  
Alisha Anderson 2023-2024

Accounts Payable: Desiree Schram 2023-2024  
Accounts Payable Asst. Chantelle Laforme Sept. 2023  
Accounting Controller Trudy Porter 2023-2024  
Accounts Receivable: Kelly Greene retired 2023-contract 2023-2024  
Payroll/Finance Officer: Cindy Skye

Council Coordinator: Caytlen Burning 2023- left Dec.2024  
Julia Johnson 2024- maternity leave June 2024

Admin Clerk: Marlene Morton

Culture & Events Coordinator: Caitlin LaForme 2023- off July 2024

Human Resource Manager: Alisha Anderson 2023-2024

Human Resource Assistant: Stephanie LaForme 2023  
Charlie Sault 2023

Records Manager: Jenny Henry 2022- retired 2023  
Shyel King 2023-2024

Receptionist: Carolyn Brant off Feb.2023  
A/Receptionist Brianna LaForme 2023-2024

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

- Prepare weekly Council meeting packages and follow up with minutes, motions and directions.
- Compiled annual budgets and work plans for Council review and approval.
- Preparation and delivery of new Council orientation processes.
- Plan and participate in Council/Administration Night of Caring Together Week.
- Planning and participation in the Truth and Reconciliation Day event
- Planning and participation in Remembrance Day Service
- Planning and participation in Staff Christmas Brunch
- Assist with the administration of the Employee Christmas Fund.
- Impact analysis and recommendations to Council regarding Federal/Provincial initiatives.
- Toronto Purchase Settlement and Trust Agreements.
- Community meetings as per the Trust requirement (ie 3-4 annually regarding funds received, receive input regarding planned expenditures, and funds expended) and account for funds received by the Trust (ie. Community Wellness, Estate Policy, Minors Capital);
- Implementation of the MCFN Chief and Council Strategic Plan and Governance Pillar system.

### Human Resource Unit

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

### Finance

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

Responsibilities included:

- Assisting departments with budget completion and variances follow up
- Ongoing Electronic Funds Transfer for Post-Secondary students, bank to bank automated transfers as per program requirements
- Completed the transition from cash and cheques deposit to bill payments online
- Insurance cost allocations;
- ACCPAC accounting system upgrades;
- Update Capital Assets Files and Policy as per INAC requirement (ongoing);
- Monitoring cash flow with regards to long term investments, bank account and reserves;
- Fiscal funding arrangements ensure monies are received and distributed accordingly and expended in a timely manner in accordance with arrangements and GAPP (Generally Accepted Accounting Principles);
- Assist departments in meeting their reporting requirements, deferred revenues and address variances;

- Ensure the Yearly Audit of the MCFN operation is complete and submitted by deadline and working with auditors to ensure MCFN accounting issues are resolved (e.g. Management Letter follow up);
- Departmental archiving;
- Community Trust grants review and financial reporting;
- Gaming Share Agreement monitoring of revenues, funded projects and audit reporting requirements;
- Finance policies update – as required;
- Monitoring Toronto Purchase Investments and pay outs for Community Wellness and Estate policies disbursements and audit reporting requirements;
- Provided general assistance related to Finance to the various departments as required.

**Note:** The 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.

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## **INTERGOVERNMENTAL AFFAIRS**

### **Pillar 7 – Inclusive Leadership & Governance**

- Peacekeepers
- Restorative Justice
- Governance
- Communications
- Department of Consultation and Accommodation (DOCA)
- Lands & Membership

#### **LEAD STAFF:**

Mark LaForme – Executive Director of Intergovernmental Affairs (Dec. 2024)

Lands & Membership, Delainie King, Director

Communications, Victoria Gray, Manager

Archaeology (DOCA), Adam LaForme, Manager

Consultations (DOCA), Megan DeVries, Manager

Environment (DOCA), Lindsay Wong, Manager

Culture (DOCA), Darin Wybenga, A/Manager

Peacekeepers Coordinator (currently vacant)

Restorative Justice, Angie Hill, Coordinator

Governance Coordinator, (VACANT)

Governance Policy Analyst, Cindy Agius

Governance Legal Counsel, Caitlin Beresford

In 2024, both Culture and Major Projects were integrated into the Department of Consultation and Accommodation (DOCA) following a departmental reorganization initiated by the then Senior Director of Intergovernmental Affairs. Governance activities related to the signed Memorandum of Understanding on the Recognition of MCFN's Indigenous Rights and Self-Determination remain ongoing.

In December 2024, a new Senior Director of Intergovernmental Affairs was appointed.

The Governance Department continues to foster collaborative relationships with other MCFN departments and supports their governance-related initiatives. It also remains committed to advancing projects that promote MCFN self-government.

Individual departments reports follow.



Housing Staff

Lorraine LaForme, Housing Director  
Raymond Hill-Johnson, Technical Resource Manager  
Colette Webb, Housing Financial Assistant  
Ryan Thomas, Technical Resource Support Worker  
Amanda Laforme, Housing Assistant

Housing New On-reserve program

The Housing New On-Reserve program provided financial loan assistance for the construction of five (5) family homes that will provide adequate housing for a total of 18 (Eighteen) individuals. Currently working with the 6<sup>th</sup> individual.  
In the 2020-21 fiscal year, 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.

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

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

No funding allotted.

CMHC Section 95 – Senior Housing Phase II

Housing applied for CMHC Section 95 to construct 2 new senior homes as Townline Estates rental units. Preliminary approved, waiting on further information prior to proceeding.

Technical Resource Manager (TRM) & Technical Resource Support (TRS)

MCFN HRRS Program –

- Ten (10) initial HRRS inspections for existing homes that resulted in 10 Specification Reports with numerous follow-up inspections completed.
- Due to Covid year-end inspections for rentals (23), (5) Eagle Lane subdivision homes, and three (3) Band-Owned rental units 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 & TRS 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 6 has been meeting with Housing staff fairly regular as well as setting Pillar meetings.

Townline Estates Rental units

5-Plex 2-Storey (FN Owned) – fully occupied  
5 Plex, Phase II (FN Owned) – fully occupied  
8 Plex – Heating system change out & Hot Water replacement.  
5 Plex, phase III (FN Owned) – fully occupied.  
2 senior homes (FN Owned) – fully occupied.

RHI Rental Units

15 new rental units completely constructed, fully occupied.

Townline Estates 2 year Grass Cutting Contract

Contract for April/24 to October/25 for grass cutting - will be a 2 year contract 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

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

Training:

- Webinars – buildings, construction methods, Health & Safety etc. on going
- TRM & TR Support received ASAP training for inspections
- Housing Financial Assistant took a Housing Manager Course
- ASAP - Training as needed

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 MCFN 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 Infrastructure Investment Plan (FNIIP) Capital Project Proposal Form pertaining to the following INAC Environmental Review (number of houses, minor, major, or adequate) – Due SEPTEMBER 2023. Assist Director of PW with the Housing part of this Report.



## **MEDIA AND COMMUNICATIONS 2023-2024**

### **Reports to Governance Department**

#### **Staff / Position:**

Georgia LaForme/ Communications and Engagement Lead

Victoria Gray/ Communications Coordinator

Jeanette Cossaro/ Communications Administrative Assistant

#### **Purpose:**

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

#### **Overview of Operations:**

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

- The Eaglepress Newsletter. We publish about 25 to 48 pages monthly in a full-colour, 8 X 11 newsletter. The newsletter includes a Chief's message, 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:**

MCFN launched the nation's app and has about 600 members signed up.  
Completed a website redesign.

Facebook: Mississaugas of the Credit First Nation

YouTube: Mississaugas 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, and more.
- Press releases and statements

#### **What is Communicated:**

- Relevant News and Updates
  - Keeping community updated via website / social media & monthly newsletter.
- Important notices (i.e. bus delays, cancellations, closures, garbage pick-up delays, crisis situations, etc.).
- Upcoming events.
- Job openings.



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- All other information as requested by staff, Community Members, Chief and Council.

### **Other Responsibilities:**

- Respond to Media Inquires
- 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: - 6,000 likes and followers, over 1,000 new

Twitter: 3,500 followers

Instagram: 2,200 followers

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

Media Monitoring during this fiscal: About 1,760 articles with mention of MCFN.



**MCFN ANNUAL REPORT**  
**LANDS & MEMBERSHIP**  
FISCAL YEAR: 2023 – 2024

**STAFF**

<i>NAME</i>	<i>POSITION</i>
Delainie King	Director Lands & Membership
Teresa VanEvery	Community Consultation/Lands & Membership Officer
Marie Sault	LMR Clerk

**PROGRAMS & SERVICES**

<i>#</i>	<i>Program / Service</i>	<i># Transactions</i>	<i>Comments</i>
1	<b>MEMBERSHIP</b> <ul style="list-style-type: none"> <li>Event reporting of Births, Deaths, Marriages, Divorces, Amendments, Miscellaneous .....</li> <li>Certificates of Indian Status Cards .....</li> <li>Membership Transfers (Other First Nations) .....</li> <li>Blood Quantum Letters/Family Tree Research.....</li> <li>Residency/Identification Confirmations .....</li> <li>Registered member end of March 2024 .....</li> </ul>	49 495 4 8 15 2794	Monthly event reports sent to ISC.  Membership Transfers processed once a year.
3	<b>LANDS</b> <ul style="list-style-type: none"> <li>Leases/Permits .....</li> <li>Transfers/Allotments/Surviving JT .....</li> <li>Surveys .....</li> </ul>	3 62 5	
4	<b>COMMUNITY WELLNESS</b> <ul style="list-style-type: none"> <li>1<sup>st</sup> distribution applications processed .....</li> <li>2<sup>nd</sup> distribution applications processed .....</li> </ul>	2644 2542	
5	<b>DONATION POLICY</b> <ul style="list-style-type: none"> <li>Applications for Reimbursement of Registration/Lesson fees ....</li> <li>Applications for Event Funding .....</li> </ul>	83 42	
6	<b>ESTATE POLICY</b> <ul style="list-style-type: none"> <li>Applications received .....</li> <li>Applications approved .....</li> <li>Applications Rejected/Pending .....</li> </ul>	28 28	

Lands, Membership & Research was renamed in May 2023 by council motion #11 to Lands & Membership.

## **SOCIAL SERVICES ANNUAL REPORT (2023-2024)**

### **Staff:**

Director of Social Services: Yvonne Bomberry-began July 2023

Administrative Assistant: Shelda Martin

Financial Assistant: Vicki Martin

Receptionist: Annette Hottinger

Supervisor of Family Support: Yvonne Bomberry

Family Support Worker: Dawn Greer

Family Support Worker: Desiree Bertrand (contract)

Family Support Worker: Patricia Jamieson

A/Supervisor of Mental Health, Adult Mental Health Worker: Faith Rivers

Children's Mental Health Worker: Delby Powless

School Mental Health Worker: Chris Myke

Community Support Supervisor/Worker: Shelly King

Community Wellness Worker: Hayli Sault

Community Wellness Worker: Angela Sault

Community Resource Coordinator: Leslie Maracle (political leave December 2023)

Fitness Coordinator: Zack Rose

### **Community Resource Coordinator**

Leslie Maracle began this position on February 2023. This position oversees the men's group, the summer youth program and assists with addictions treatment applications. They assist families with Jordan's Principle applications. This worker co-facilitates the weekly women's group as well. The worker put out a call and held chat sessions for community residential school survivors.

### **Family Support Program**

There are three Family Support Workers for MCFN families on and off the Reserve. The workers were able to attend home visits with child protection workers in person again. Their case lists remain around 20 cases each. With additional funding the workers are able to offer grocery cards for families that are struggling.

Many of the area Court continues to be held virtually over zoom and workers were able to attend on-line. We had a short period where we operated with no cases before the courts, which is a major accomplishment.

### **School Mental Health**

The School Mental Health Worker (SMHW) offers culturally appropriate mental health support to the children and youth in the community. This position spends the majority of the time at LSK elementary school and one day a week at Hagersville Secondary School.

The SMHW provides short-term support to students regarding any presenting issue they may have. This role provides 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.

The current SMHW is culturally rich and infuses the culture in services to the elementary school children. They work with the Cultural Coordinator at the school and have cultural events and a drum group for the children.

### **Children's Mental Health**

The Children's Mental Health Worker (CMHW) offers counselling for children and youth in the community. The caseload remained high and at capacity.

The CMHW receives referrals from the School Mental Health Worker who may see children who need longer term counselling.

The CMHW arranges the sessions with the visiting Child Psychiatrist from McMaster Hospital. The Child Psychiatrist visits the community on a monthly basis.

### **Adult Mental Health**

The Adult Mental Health Worker continued to have the groups virtually for this fiscal year. The groups were all well attended. The groups offered were the New Beginning and the Focused Intention Workshops.

The Adult Mental Health Worker took on the role as Acting Supervisor for the Mental Health Unit. They also continue to offer mental health services to the community and well as help with referrals to mental health services in the surrounding area. This role also arranges the mental health training for the unit. They were able to offer cultural training and invite other workers in the organization as well.

The Adult Mental Health Worker was involved in the discussions with Hamilton Health Sciences to have a visiting Adult Psychiatrist for the community.

### **Community Support Program**

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

Community Support Unit facilitates the annual Summer Day Camp each summer in July and August.

Some of the other programs and services they offer are: Delivering curriculum to the LSK students, the Family Archery Program, The Afterschool Program, The Community Halloween Party, The Community Christmas Party, The weekly Community Youth Groups, the March Break Camp, and the LSK Backpack program. This unit also facilitates the annual Community Picnic with the assistance of the Social and Health Staff.

The Unit assists with the delivery of the Jays Care summer program. This involves facilitating a baseball program for the community and visits to other First Nation communities for tournaments.



**Fitness Coordinator:**

The gym opened with limited capacity for a portion of this reporting period. There were different times and dates of operation depending on the availability of contract staff to help with these operating hours. The Community had asked for the gym to remain open during the weekend.



## **Annual Report 2023 - 2024**

### **SUSTAINABLE ECONOMIC DEVELOPMENT**

#### **Sustainable Economic Development**

Pillar Lead: Councillor Evan Sault and then Councillor Claire Sault

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

Gas Attendant – Alexander Sault

Gas Attendant – Aaron Wobbs

Gas Attendant – Sean Coaster

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 the 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 into 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 into 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



2023-2024

## HEALTH SERVICES

Reports to Nation Wellbeing and Wellness Council Pillar 2

Staff:

Director of Health Services: Margaret Copeland RN

Community Health Supervisor: Margaret Copeland RN

Community Health Nurse (CHN): Tanya Thomas (medical leave)

Community Health Representative (CHR): Laura-Lee Kelly

Community Health Clerk: Janice Mt. Pleasant

Healthy Babies/Healthy Children: Elizabeth King

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

Registered Practical Nurse (RPN): Kalista Rodinsky

Personal Support Worker (PSW): Stacey Morton

Personal Support Worker (PSW): Melissa McGee

Personal Support Worker (PSW): Tara White

Home and Community Care Cook Harvena King

## Community Health Unit

The WHO issued a statement on May 5, 2023, from the Director-General who has determined that COVID-19 is now an established and ongoing health issue which no longer constitutes a public health emergency of international concern. COVID19 Case Management will continue. COVID19 remains a threat and kind reminder to all to hand washing/sanitizing, wear a mask if unwell.

Community Health Unit has 1 Community Health Nurse, 1 Pandemic Nurse, Community Health Representative, Healthy Babies Healthy Children Coordinator, and Community Health Clerk.

## Community Health Nurse

The role of the Community Health Nurse (CHN) has shifted from primarily COVID Case Management to more community health promotion and prevention programs. With regular Immunizations, catch up clinics and Flu Shots. Provides Non-Insured Health Benefits information. Promoting 1 day a month the Mobile Cancer Screening Coach as well as the Hep C check-in offered every Friday at the end of the month.

Additional CHN duties carried out:

- Supervision of Community Health Representative, Community Health Clerk, Healthy, Babies/Healthy Children Program Coordinator and the Pandemic Nurse.
- Supervises Diabetes-related programming ADI/OADS funding, World Diabetes Day, Foot Reflexology, FASD programming golfing family passes, Canadian Tobacco Strategy.
- Other communicable disease management Hep-C, STBBI, Dog Bites (rabies)
- Member of the MCFN Joint Health & Safety Committee. Member of the Reclaim Wellbeing, a regional cancer strategy committee. Attends the Online Zoom Pillar II meetings. Health consultant for MCFN Education (LSK & ECC)
- Completed the Safe Food Handling Certificate,

A Pandemic Nurse was hired to support the CHN and to provide COVID Case Management and COVID Vaccine Clinic assistance. Pandemic Nurse offered and supported a COVID Pediatric Clinic as well as supported LSK health needs. Pandemic Nurse resigned in July 2023.

Community Health Nurse was hired in November 2023 and received on the job training by the Health Director and working towards her Immunization Certificate.

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: July – October 2023 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. Social media awareness/prevention materials posted in March when ticks are active.

Rabies Surveillance: Dog bite reporting and follow-up.

Annual Spring Pet Wellness: May 2023. 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. Annual Spay/Neuter Clinics: October 2023. Dogs and cat surgeries and wellness took place.

Canadian Tobacco Strategy programming: virtual smoking cessation series, yoga, and book club Information from CAMH STOP Program free NRT (Nicotine Replacement Therapy)

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: World Diabetes Day Information Kit Giveaway, Nutrition Bingo, FASD (Fetal Alcohol Spectrum Disorder) Family golf tournament planning and preparation August 2023, coordinated Shelter Hep C Point of Care testing clinics for HepC and HIV.

Annual March Health & Wellness Fair, First Aid & CPR Courses and Hand hygiene information

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.

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

MCFN Healthy Babies Healthy Children (HBHC) 2023 - 2024

The primary focus of the HBHC program is early intervention and education for expecting and new families. There were 11 births and 53 clients accessing HBHC services in 2023-2024. HBHC program assisted prenatal, new mothers, fathers and their babies through various services offered. Monthly visits scheduled to monitor growth and development by utilizing the Looksee Developmental Screen for infants which offers activity suggestions to enhance optimal development. 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 sessions
- Breastfeeding Support Group
- Breakfast with Santa
- FASD Awareness Family Golf Fun Day: alcohol free family fun
- Nutrition packages: Fruit Baskets
- Bedtime Bundles for HBHC families: shampoo, blanket, night light and book
- Family Swim passes & Gym passes.
- Mother's Day Family Photos
- Father's Day Dinner
- Strawberry Voucher Giveaway
- A Walk to Remember – remembering our Loved ones we have lost.
- Advance Care Planning

Professional Development:

- FASD webinars, Pregnancy and Infant Loss webinars, Bereaved Parents workshop, Prenatal Education.

The Community Health Clerk supports the Community Health program by:

- Booking immunization appointments Pfizer, Regular mandatory Public Health vaccines, Flu shots for public and in-home community members
- Maintain community/client immunization records to be current, supply copy of record to client as requested.
- Maintain PPE supplies and inventory. Monitor the vaccine fridge. Front reception as needed.
- Schedule Reflexology appointments for community members as hosted at our facility.
- Work at various community events that are hosted by the various Community Health programs. for example: Supported Pet Wellness, Fathers' Day, Mothers' Day, FASD Golf tourney, Caring Together Day event and many more throughout the year.

Home and Community Care Program

In 2023/24: 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 84 clients who received home care services



utilizing a variety of programming. Meals on Wheels, serving 50+ community members each day Monday to Friday.

Foot care is provided monthly in clinics or at home. Assessments and re-assessments were completed by the RN 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 and voluntarily.

Personal care was provided, serving 5 clients. Craft Day included a variety of activities every second Tuesday of the month. Monthly Socials were on the last Tuesday of each month which included a prepared lunch, and a variety of activities including bingo.

Transportation for Christmas shopping in November and December, with 6 clients utilizing this service in total. The Women's All-Day shop served 6 customers. Men's All-Day Shop served 4. Transportation was accommodated for a variety of appointments, serving 5 clients.

Laundry services were provided serving 4 clients (in-home and laundromat). Light housekeeping served 8 clients.

Training for the unit consisted of: 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

**Department of Lifelong Learning**  
**Early Years Programs**

**Ekwaamjigenang Children's Centre**

**Child-Care Team 2023 - 2024**

<b>Title</b>	<b>Name</b>	<b>CECE Registration # or Qualifications</b>
<b>Supervisor</b>	Shannon King, RECE	3547
<b>Assistant Supervisor</b>	Pam Bomberry, RECE	174095
<b>Classroom Teacher</b>	Bonnie Smith, RECE	5455
<b>Classroom Teacher</b>	Kris Kerfont, RECE	3545
<b>Classroom Teacher</b>	Jimi Green, RECE	16746
<b>Classroom Teacher</b>	Melissa Carter, RECE	5457
<b>Classroom Teacher</b>	Alexis King, RECE	174152
<b>Classroom Teacher</b>	Lacey King-Smith, RECE	60858
<b>Classroom Teacher</b>	Taylor Martin, RECE	173233
<b>Classroom Teacher</b>	Meghan Phillips, RECE	173233
<b>Classroom Teacher</b>	Megan Mitchell, RECE	102620
<b>Anishinaabemowin Instructor</b>	Mya King-Green, RECE	174874
<b>Child Care Assistant</b>	Rachel Mitchell	
<b>Cook</b>	Kathy Tompkins	
<b>Custodian</b>	Jerry Martin	

**License**

Ekwaamjigenang Children's Centre is licensed for 65 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).

**Enrollment Demographics**

In this fiscal there was an average of 32/65 spaces filled at the centre. The reduced enrollment was due to staffing pressures.

**Staff Training**

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

### New Location and Move

The original, stand-alone child care site at 659 New Credit Road closed its doors on Friday October 20<sup>th</sup>, 2023. The staff moved into the new child care centre in the Early Years HUB at LSK over the week of October 23-27<sup>th</sup> and opened to children and families on Monday October 30<sup>th</sup>, 2023. There were 25 children enrolled at the time of the move.

The new site is licensed for 57 children.

### Outside Meetings/Development

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

### Internal Networking

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

## **Maawdoo Maajaamin Child Care**

### **Child Care Team 2023 - 2024**

<b>Title</b>	<b>Name</b>	<b>CECE Registration # or Qualifications</b>
<b>Supervisor</b>	Denise Copegog-Sparks, RECE	57403
<b>Assistant Supervisor</b>	Kate Schroder, RECE	57330
<b>Classroom Teacher</b>	Jennifer Bonham, RECE	107833
<b>Classroom Teacher</b>	Whitney Sault, RECE	164026

<b>Classroom Teacher</b>	MariaTeresa Schembri, RECE	111361
<b>Classroom Teacher</b>	Greg Montour, RECE	3422
<b>Classroom Teacher</b>	VACANT	
<b>Child Care Assistant</b>	Brooke Henry	
<b>Child Care Assistant</b>	Sara Henry	
<b>Child Care Assistant</b>	Touche Harris	
<b>Child Care Assistant</b>	Jade Bonham	
<b>Child Care Assistant</b>	VACANT	
<b>Cook</b>	Jamie Busche	

### License

The centre is licensed for 49 child care spaces for children 0-4 years. The trained staff provide an Indigenous Led program incorporating the Anishnabek world view into all aspects of the program. Maawdoo Maajaamin is subject to annual licensing inspection by MEDU as well as Health Inspections from the Haldimand Norfolk Health Unit 4 times per calendar year.

### Enrollment and Demographics

In this fiscal there was an average of 32/49 spaces filled at the centre. The reduced enrollment was due to staffing pressures.

### Staff Training

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

## EarlyON Child and Family Program

### Team 2023 - 2024

Title	Name	CECE Registration # or Qualifications
<b>RECE Facilitator</b>	Lindsay DeMille, RECE	134961
<b>RECE Facilitator</b>	Shelby Riddell, RECE	45000
<b>RECE Facilitator/KASA</b>	Tiffany Haney, RECE	
<b>Community Navigator</b>	Jolene Hill, RSSW	
<b>Cultural Facilitator</b>	Megan Hill	
<b>Program and Administrative Support</b>	Angela Bell	
<b>Early Years Administrative Assistant</b>	Jill Bennett	

#### Program Overview:

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

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

The EarlyON location at the New Credit Variety and Gas Bar Plaza closed its doors in May 2023 to prepare for the move into the Early Years HUB at LSK. Due to construction delays the move did not take place until October 2023. The site at HSS maintained regular programming for participants while the other site was closed.

#### Outside Meetings/Development

The EYA has worked closely with the Haldimand-Norfolk (HN) EarlyON Staff as well as meeting regularly with Haldimand- Norfolk Consolidated Municipal Service Manager (CMSM) for planning, updating and reporting purposes. The Coordinator met monthly with the South West Region Progressive Early Learning Aboriginal Centres of Excellence Network (SWR PEACE Network) via ZOOM and the Provincial Indigenous Early Learning Network.

#### Internal Networking

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

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

### Program Highlights

The 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.

## **LSK Kindergarten JK/SK Programs**

### **Team 2023 - 2024**

<b>Kindergarten ‘A’</b>	<b>Kindergarten ‘B’</b>
Whitney Nicholas, OCT	Lila Scott, OCT
Beth Tuitakalai, RECE	VACANT, RECE
	Jenna West, SSW

Noah Clarke – Fearman, Kindergarten Assistant, both rooms

### Program Overview:

The JK/SK program launched in September 2023; prior to this LSK historically had SK only while JK ages children attended child care. This new program is divided into two JK/SK rooms with 2 sets of educators. This initiative is part of the ‘Quality Improvement Project’ (QIP) Anishinaabe Learner Success Initiative funded by ESDC and endorsed by MCN Chief and Council.

The goals of the QIP are to provide wrap-around services to families which includes after school care (KASA) and summer programming, increased Anishinaabemowin with a dedicated early years/primary instructor and introducing a significant land based learning aspect of the program. There is a nutrition aspect of the QIP which provided daily hot lunch to the learners delivered to their classroom.

## **Early Years Kindergarten AfterSchool Activities**

### **Team 2023 - 2024**

<b>Name</b>	<b>CECE Registration # or Qualifications</b>
Megan Laforme, RECE	66623
Beth Tuitakalai, RECE	51820
Noah Clarke-Fearman, Kindergarten Assistant	

Program Overview:

The KASA program provides daily after school care for the JK/SK children in the Activity Room of the Early Years HUB as well as March Break and Summer Camp programs. This service is available to all children enrolled at LSK in the JK/SK.

**DoLL Food Service**

**Team 2023 - 2024**

<b>Title</b>	<b>Name</b>
<b>Food Service Lead Cook</b>	Jamie Busche
<b>Food Service Assistant</b>	Ashton Clarke-Fearman
<b>Food Service Assistant</b>	VACANT/Contract
<b>Hospitality Associate</b>	VACANT/Contract

Program Overview:

The food service team works in the commercial kitchen at LSK which was built as part of the LSK expansion. The team provides hot lunch 3 days per week with plans to expand the program as staffing increases. There is a focus on nutrient dense foods incorporating local and indigenous ingredients as available. The team also provides the Breakfast program 5 days per week and a supply of fresh fruit to the classrooms for snacking. The team is building capacity to offer food service for events such as Caring Together, Parent Engagement Nights and special events including socials.

<b>PD DAY Dates</b>	<b>Location</b>	<b>Topic and Presenters</b>	<b>Attended by</b>
July 21st	Simcoe	Early Years Policies & Procedures Review – In Service Team Building Activity – Bowling - Simcoe	ECC, MMCC, EarlyON
July 26 - 27 <sup>th</sup>	Peterborough	Leadership Symposium: Igniting the Fire Within - Peterborough	Leadership Team
Oct 17 – 18 <sup>th</sup>	Niagara Falls	1 <sup>st</sup> Annual Early Years PD Day Retreat	ECC, MMCC, EarlyON
Nov 17th	MCN	Trauma Informed Care: Building a Culture of Strength – In Service	ECC, MMCC, EarlyON
Mar 15th	MCFN	How to Communicate with families & parents- ECCDC – In Service Site meetings/Classroom meetings	ECC, MMCC, EarlyON

## Lloyd S King Elementary School 2023-2024

### Staff:

35 staff, not including Occasional Staff or Mental Health Worker

1 Principal

1 Vice-Principal

1 Office Manager

1 School Mental Health Worker (on leave, vacant during this time)

1 Curriculum Lead Teacher

1 Cultural Coordinator

2 Special Education Resource Teacher

9 Permanent Teachers

1 Contract Classroom Teacher

1 Contract Health and Physical Education Teacher

1 Contract Floater Teacher

1 Anishinaabemowin Teacher

1 Teacher-Librarian (3 day of the week)

1 RECE

5 Permanent Educational Assistants

7 Student Support Workers

1 Individual Support Worker

2 Occasional Teachers/Educational Assistants

### Enrollment:

152 students were enrolled

Average Daily Enrollment - JK/SK = 25

Average Daily Enrollment - Grade 1-3 = 50

Average Daily Enrollment - Grade 4-8 = 78

### Education Service Agreement:

An Education Service Agreement was entered into with the Grand Erie District School Board which commenced in 2021.

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

Brant Haldimand Norfolk Catholic District School Board	ELEMENTARY	0
Grand Erie District School Board	ELEMENTARY	9
Brant Haldimand Norfolk Catholic District School Board	SECONDARY	20
Grand Erie District School Board	SECONDARY	60
Six Nations Polytechnic STEAM Academy	SECONDARY	4
Braemar House School	ELEMENTARY	1
Everlasting Tree School	ELEMENTARY	1
TOTAL		95

### Nominal Roll

Net total funded students is 247



## Secondary

### Secondary Reports

Grand Erie District School Board Education Report can be accessed at the following link:  
<https://granderie.ca/board/publications#LTAP>

### Transportation / Bussing

For secondary students we offered buses 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

Two students travel to Waterford District High School.

We filled the position for the Lifelong Learning Elementary Secondary Advisor in February 2022. This position was created to offer community support to secondary students attending neighbouring school board schools. Further this position works to assist with transition of our elementary students into high school and transition of our high school students into post-secondary.

## Post-secondary 2023-2024

Over this fiscal year we provided funding for 100 full-time students and 7 part-time students across the country. We have spotlighted 3 students in our student spotlight awards.

Introduced awards for the 7 grandfather teachings, 3 of which are awarded through Niagara Reinforcement Limited Partnership Bursary (NRLP) in the amount of \$750.00 annually.

Post-secondary ran a contest for the students to win a gift card by answering questions generated about the Post-secondary Student Assistance Policy and we had 3 winners.

We are still maintaining our partnerships with the surrounding universities and colleges. Attend meetings monthly and travel to local surrounding schools to visit students and faculty.

## First Nation with Schools 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.