



Mississauga First Nation

Annual Report 2020-2021



Mississauga First Nation



A socially and culturally healthy community where individuals have the opportunity to prosper and to achieve their full potential spiritually, emotionally, mentally, and physically through generous and unselfish support for one another, while pursuing balance and harmony within, with each other, and with Mother Earth.

The Mississauga First Nation is situated on the North Shore of Lake Huron. The southern boundary of the territory is located near the Trans Canada Highway (Highway 17), approximately 130 km east of Sault Ste. Marie and on the west boundary of the Town of Blind River

The present reserve consists of 1,977 ha of land located West of the Town of Blind River and is situated entirely within Cobden Township, District of Algoma. A Land Settlement Agreement (April 1994) increased the territory to a total of 18,172 ha. The land is accessible by road from Highway No 17, located near the South boundary of the reserve, and from Highway No. 557 on the Northeast end of the Reserve.

Table of Contents

04. Letter from the Chief

05. Letter from the DOO

07. 2021 MFN Pow Wow

08. Program Reports

09. Education

10. Health & Social Services

16. Chi-Naakinagewin

17. Economic Development

20. Niigaaniin

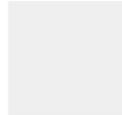
22. Infrastructure

26. Lands & Resources

31. Human Resources

34. Finance

35. Audit



Ahnee to our Community,

Meegwetch, I'm very happy with my new role in the Community. I get satisfaction from seeing the day-to-day accomplishments of our staff and Community initiatives from the Band and our members, especially during this COVID time. We will strive to assist where we can.

Most of my time is spent reading, prioritizing correspondence, agreements and reports as they cross my screen. I'm grateful for the good staff we have to handle specific items.

COVID-19 has been a difficult time for everybody; we have moved back to rotating work schedules and continue to urge you to be vigilant with your protocols. We've been fortunate not to have any cases reported in our community. You're doing good.

We are advancing partnerships with our neighbours; meetings are scheduled in the New Year to identify projects suitable for us. I'll provide updates as approvals (joint applications to funding programs) and plans progress. It should be a good year for developments.



Chief Bob Chiblow

I came on just as the CNSC licensing hearing and intervention was being prepared. Our team of Peyton Pitawanakwat, Laura Mayer, Brent Niganobe and Kerrie Blaise did a good presentation to the CNSC, who will digest and decide on the licensing result early in the New Year.

Getting acquainted with our programs and committees is still ongoing. I've been observing a few committee meetings and I'm encouraged by the participation from our community members. I've met outside PTO's and other agencies in an introductory manner and anticipate more substantive meetings in the new year. Mamaweswen, Anishinabek Nation, Chiefs of Ontario. and Nogdawindamin are just some of the organizations I expect to work closely with. Every day I get correspondence from various organizations and governments and am continually evaluating those potential relationships. The Mississauga Nation is going to play a significant role for our community. We are developing committees on economic development, language, and housing. I was encouraged to see how far this relationship has come. I was involved in the initial Nation Rebuilding meeting in Mississauga a few years ago.

Not long after entering office, literally, 10 minutes, I received a few calls and emails of community members requesting help. In one instance, I wrote a letter of support for our member which provided her with some comfort and, I believe, may have resulted in the desired outcome. I will do whatever I can to help you.

Again, I say meegwetch for putting your trust in me. I trust you to stay safe and be vigilant in your COVID-19 protocols. I realize Xmas is coming and you want to spend time with family, do so, but, be careful.

Baamaapii & Seasons Greetings, Bob.

Firstly, Chi-Miigwech to the Emergency Control Group, MFN staff members, members of Council, and the whole community for your resiliency, generosity, and kindness during the past 18 months.

At the beginning of COVID, our community locked down to limit the spread of the virus. We have continued with strong measures to keep our community safe, and as of the time of this letter, we have maintained no positive cases within the residents of Mississauga First Nation. This accomplishment highlights Mississauga First Nation members as a whole for our attention to safety measures and respect for community well-being. My holiday wish is that this trend continues into 2022.

Mississauga First Nation staff members have been working hard to continue programming during COVID restrictions. We have been able to safely re-open offices, and most of our staff have been on-site since June 2021. With cases around us the worst they have been since the start of the pandemic, we have moved to rotating schedules and have limit some in-person programming. Please be patient as we navigate providing services during these uncertain times.

With children aged 5-11 receiving their vaccinations we are one-step closer to normalcy. For the adults in the community, I urge you to get your booster shot. Since we were one of the first groups to be vaccinated, that immunization is lessening with time. I, like everyone else, am tired of the restrictions holding us back from our regular lives. However, we keep up our masking and physical distancing to protect those who are most vulnerable in our community. Even with a vaccine, catching COVID-19 can be dangerous for our Elders and those with compromised immune systems.

If you have chosen not to get a vaccine, I understand. There will be times when we as Mississauga people are distrusting of the government and health care providers because of past and present injustices. This is not unreasonable. What I urge you to do is talk with someone that you do trust about getting the vaccine. What type of vaccine did they get? What research did they do? What were their side effects when they got the shot? Then have a conversation with your healthcare provider, they are there to help. If you would like to talk with someone anonymously about your concerns with getting the vaccine, you can call Algoma Public Health information line at 705-759-5404.

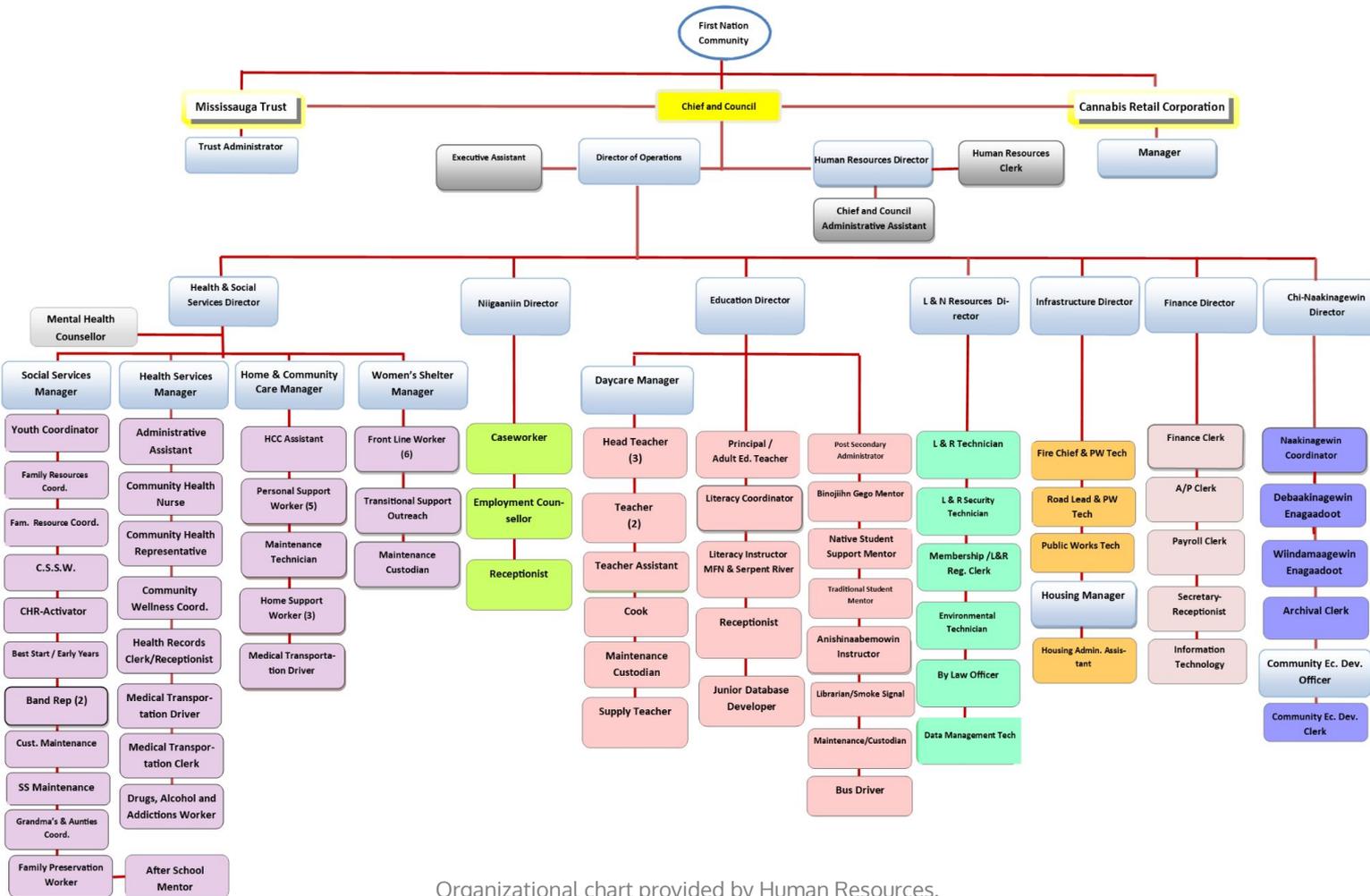
Looking into 2022, our programs and services will focus on building up our community as we hope to move out of COVID-19 restrictions. I wish all our members of Mississauga First Nation a happy and safe holiday season.

Miigwech,

James Cada
Director of Operations



**Director of
Operations
James Cada**



Organizational chart provided by Human Resources.

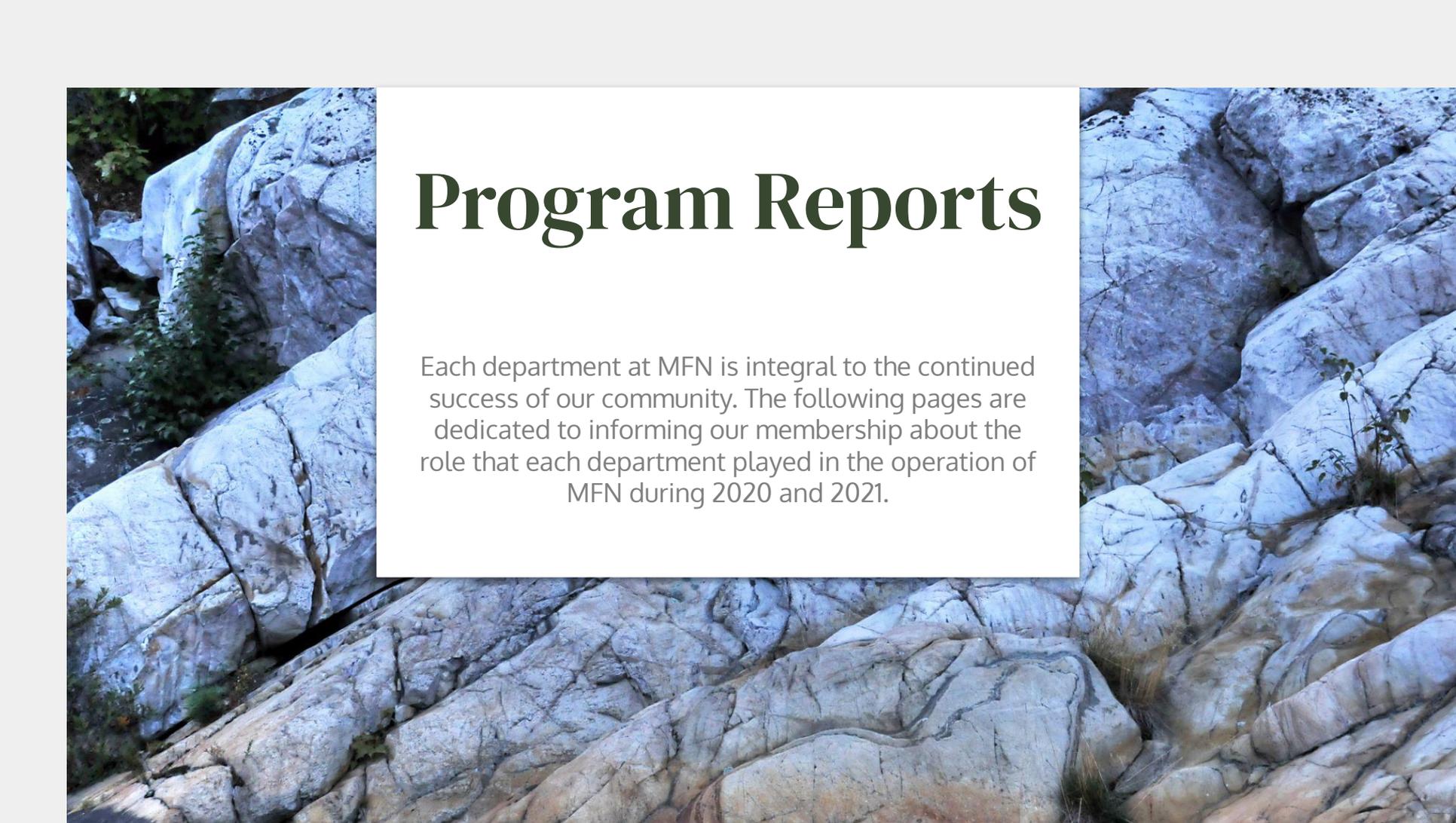


On October 16th, 2021, MFN Hosted its 40th anniversary pow wow. Our theme was Roots & Resilience, to recognize where we come from and the strengths of our community.

Our host drum was Good Time Ojibwe, with co-host Black Bull Moose. MC Stephanie Pangowish kept things lively, even when we had a little drizzle, and Joey Morningstar provided us with a deliciously catered feast.

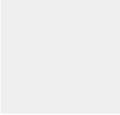
We want to thank the Pow Wow Committee, as well as all volunteers and attendees for joining us! Special thanks go to Larry Kirtley for providing us with beautiful photos.



The background of the slide is a photograph of a rugged, rocky mountain slope. The rocks are light-colored, possibly limestone or granite, and are heavily fractured and layered. There are some small green plants and shrubs growing in the crevices and on the slopes. The lighting is bright, suggesting a sunny day. A white rectangular box is centered on the page, containing the title and a paragraph of text.

Program Reports

Each department at MFN is integral to the continued success of our community. The following pages are dedicated to informing our membership about the role that each department played in the operation of MFN during 2020 and 2021.



Education Overview

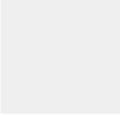
The programs and services delivered out of the Education Department include:

- Administration of Education Department
- Binoojee Nagdawenjigamik Day Care
- Post Secondary Program
- Elementary and Secondary Programming
- Special Education
- Adult Education
- Literacy and Basic Skills
- Anishnabemowin Program
- Bussing Services
- Library & Smoke Signal

The Education Department has continued to offer services within the shadow of COVID-19. The staff has stepped up and planned and participated in all activities that have taken place for the benefit of the community. Working with students in their studies through the turbulence of distance learning both at the elementary/secondary and post-secondary level has brought many lessons in the meaning of outreach, including the following;

- Post-Secondary COVID response included the purchasing of laptops for all active students
- Purchase of Laptops for each household on the reserve where a student is located
- Working with the Health Department, there was a distribution of backpacks and school items in August of 2021 as students headed back to in-person learning





Education Report

Although, still in the uncertainty of COVID-19 the Education Department continues to provide as much support and assistance for all learners. Special recognition must be mentioned for Stacey Schellekens who has worked diligently with those community members who reached out to complete applications to the Day School settlement one of which was located here on the First Nation.

Working with and supported by the local schools and school boards we have been able to ensure Anishinabemowin language and our culture is part of the Blind River Public School and W.C. Eaket Secondary School and St. Marys Separate School. We have language teachers in these schools, Don Trudeau, Bryan Bellefeuille and welcome home, Tommy Morningstar. We will work to continue the important work to promote Anishinabemowin and culture.

After 11 years of service as Librarian and Smoke Signal Editor, Cliff Niganobe has retired. His service to the Education Department is greatly appreciated and will be missed.

The Education Department works diligently to advocate, promote, support, and ensure that a variety of programs and services is delivered in a team environment to students and community members who are pursuing their educational goals and dreams. The members of the Education Committee comprised of community members provide sound, reasonable advice in all areas of the department.





Health & Social Services Overview

The Health Services department has the following programs:

- Visiting Primary Health Services: Family Physician, Nurse Practitioner, Dietician, Physiotherapist, OT
- Community Health Nurse Program
- Health Records Management
- NBIH/Medical Transportation Program
- Community Health Representative Program: Diabetes Education, Health Promotion Activities
- Drug and Alcohol Addiction Worker
- Community Wellness Worker - Crisis Response Team Coordinator

Apo-Way-A-In Wigamin, Mississauga Women's Shelter

- Emergency shelter
- Transitional Support Outreach Worker

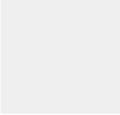
The Social Services department has the following programs

- Social Service Manager
- Community Support Services Worker
- Two Band Representatives
- Youth Coordinator
- Family Resource Coordinator
- Family Preservation Worker
- After school Program Coordinator
- Grandma and Aunties/JP Coordinator
- Early Years worker
- Community Health Activator

Home & Community Care Program, Red Pine Lodge

- Red Pine Lodge
- Personal Support Workers
- Home Support Workers
- Elders Bus
- Home and yard maintenance
- Snow Removal





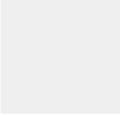
Health & Social Services Report

The overall mandate of the Health & Social Services Unit is the continuity and integration of health care and social support services, focusing on consistent efforts to enable individuals and families to prevent illnesses and injuries and to manage or improve their own/families health and well-being.

The unit is made up of the Health department which covers primary care to the community with the partnership of visiting services, health promotions and mental health supports. The Social Service department which includes child welfare, prevention and social programs. Home and Community Care which covers Red Pine Lodge and the PSW, homemakers and maintenance to elders in their homes and the Women's Shelter that provides support to women fleeing domestic abuse.

The Health & Social Services Unit maintains a standard of community member's privacy and trust. All regulated health professionals are licensed by their respective regulating bodies and bound by the Regulated Health Professions Act which clearly defines confidentiality around client information and record keeping/client charts. All other Health & Social Services employees are bound by a signed Oath of Confidentiality.





Health & Social Services Report

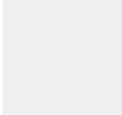
During the start of the COVID-19 pandemic the Health and Social Service Department was busy with coordinating response and support for the community. Activities included organising volunteer mask making, procurement and distribution of PPE to the community, education around the COVID-19 virus and public health measures, supporting the Emergency Control Group and the food security program and roll out.

During this time staff were working on a rotating schedule to reduce numbers in the office, all staff received a laptop to work from home and programing was offered virtually. Essential services continued during this time and patients were able to access the health centre by appointment only. Since the start of the pandemic the Women's Shelter has reduced its capacity within and utilized hotel rooms for any isolation or overflow needs. The Home and Community Care program continued its home services at decreased levels, when possible, to reduce the exposure of people going into elders' homes.

In October 2020 the HSS unit was able to support the Lands Department in holding the Fall Harvest event at Chiblow Lake with extra COVID-19 precautions put in place. Rotating schedules for staff in the office were still taking place and more virtual programing was being offered for the community. In person programing began again in late spring 2021 as the vaccine rate increased in the community. In person programing began outside and moved indoors by late summer with reduced capacity limits to allow for social distancing.







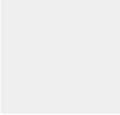
Chi-Naakinagewin Overview & Report

This year has been busy for this newly reconstituted department. Laura Mayer returned as the Chi-Naakinagewin Director in May 2021, and at the same time Amanda Sayers was hired as the Naakinagewin Enagadoot (Legal Development Coordinator). The department merged with Economic Development, joining Jon Cada as the Community Economic Development Officer and Tammy King as the CEDO Clerk. The department grew in the summer hiring Liam Stevens and Kevin Poulton, and 3 students to work at the Gitigaan (Garden) project. In August, Kristen Gauthier joined as the Wiindamaagewin Enagaadoot (Communications Coordinator) and Miranda Bobiwash as the Archival Clerk. Finally, Bob Chiblow joined us for a month as the Debaakinageiwn Enagadoot (Justice Circle Coordinator) before his election to Chief. We are currently recruiting for that position again, and hopefully will have someone join us in the new year.

Outreach: During the summer months, the department did a series of community surveys on the Residency Law, Safe Separation Law, Sustainable Harvesting Law, and Child Well-being. This feedback directed some major amendments to be made to the laws, and there will be further surveys on revised laws in 2022. Updates will be posted [online](#). There has been direction given to draft an Animal Control Law, and update to the Membership Law, and update to the Election Code. The department is also engaged with the Mississauga Nation, Mamaweswen - Abinojii Inakonigewin, Chiefs of Ontario on Enforcement, and other. The department assisted with a number of initiatives in the fall of 2021 including; MFN Pow-Wow, Fall Harvest, Baa Maa Reg Ceremony, Treaty Recognition Week, and the CNSC Community meeting. The department continues to hold regular Chi-Naakinagewin Committee meetings, and welcomes any who would like to attend.

Planning: As an orientation to community strategic planning, the department undertook a [report card](#) of the 2013 Comprehensive Community Plan in conversations with Program Directors. The department will be undertaking an update to the CCP in the first part of 2022.





Economic Development Report

Creekside: The business completed its first year of operations on September 21, 2021. The management team and the board of directors went through the startup process and road bumps that come with new businesses amidst the global pandemic that regularly limited consumer traffic. Overall, the business has been a success on several levels which include profit from the community flowing into the community, employment to local band members and improved levels of education and awareness on cannabis consumption.

Chiblow Lake Lodge: The campground finished up its second year of operations with restricted activity due to the pandemic, but management continued to provide strong leadership to ensure safety at the campground. The operations are currently reviewing ways to grow the business and adjust to market trends that will continue to keep the business an attractive destination point for tourists, visitors and annual clientele.

Trails: A new trail loop was constructed in November 2021 that is one-of-a-kind for the region. Attention to construction specs ensures that the new trail loop (1.4Km), which is built off the existing Eldorado Rd/Youngfox Rd Trail will be accessible for wheelchair users and is AODA compliant. The partnership with Blind River will continue in 2022 to see a re-branding of the Boom Camp Trail system that integrates Mississauga First Nation's history on a more immersive level through education, programming events and signage that broadens visitors awareness about the importance of the area to our people.

Aquaculture: Our work at the aquaculture site in 2021 included well tests, installing power to the site and a redesign to the building that was required due to the rise in material and construction costs brought on by the pandemic. We applied for funding that will allow a band member to attend an aquaculture program and be introduced to the operations and business side of the industry. This person will start training in 2022.



Economic Development Report

Agriculture: The Chi-Naakinagewin and Community Economic Development staff partnered with the Health and Social Services, Education, and Lands departments to restore the community garden located at the corner of Village Road and Bonekeosh Street. Instead of simply revitalizing the site, the interdepartmental project is focusing on education and economic strategies that will introduce community members to concepts of food sovereignty and reconnecting to traditional methods are growing, harvesting, preserving and sharing foods at a local level. The effects of the Covid-19 global pandemic have continued to have an impact on global supply chains. Climate change is also impacting the price of food crops which means to keep costs down, we must consider new ways to address our community's need for access to fresh and healthy food.

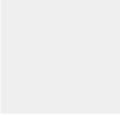
Small Business Support: More than 30 band members have contacted the Community Economic Development Dept. in 2021 to explore business ideas and/or grow their existing business. The amount of interest is encouraging and the staff are always working to find solutions and make connections for band members so they can achieve personal success and help grow Mississauga First Nation's business community.

Proposals in 2021 included:

- An application the Local Food Infrastructure Fund to continue the development and revitalization of the Community Gitigan
- CORDA Application to develop a food forest in the community
- The Community Resilience Fund to cover development costs for scaling up community growing initiatives that include cold storage, management supports and other infrastructure projects to support storage and year-round access to fresh produce
- An ICCGP application to secure funding for a feasibility study on a business park along Highway 17
- A NICFI application through the Department of Oceans and Fisheries was used to help cover costs for additional engineering and redesigns on the building
- An NOHFC application in partnership with the town of Blind River to address infrastructure and signage on the Boom Camp Trail system
- TCT application to develop an AODA compliant trail loop in partnership with the town of Blind River
- An application to the CEDI program in partnership with the Town of Blind River, the City of Elliot Lake and Serpent River First Nation for multi-year project and funding to explore co-developed economic strategies and plans for the shared area between the communities







Niigaaniin Overview & Report

The Niigaaniin Program is an active social assistance program with an emphasis on providing support to first nation communities and their citizens. Our program is the implementation of the Ontario Works legislation with culturally appropriate provisions. Rates, eligibility, and program parameters are established by the Ontario Works program including: Financial Support, Employment Assistance, and Addictions Services. The Niigaaniin program is based on community specific needs, and programs are delivered through a client case management model within the seven North Shore First Nations.

Our program aids individuals at every stage of life; we provide support from the time individuals are born and throughout their lives as needed. Employment aid comes in the form of helping individuals to acquire work supplies and our Transition Support Fund helps with some forms of rent or utilities, relocation, minor home renovations, appliance repair and replacement, and other types of home improvements.

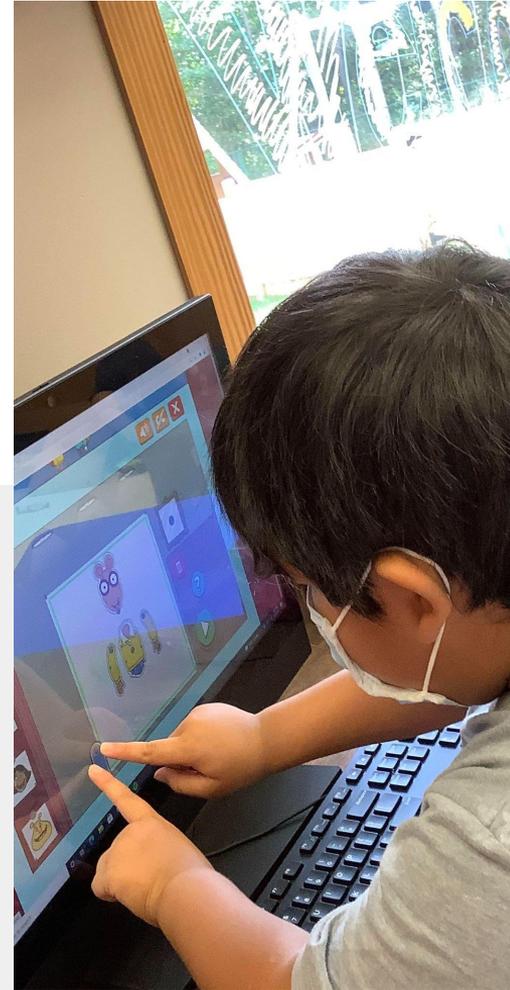
We helped elders with their applications for:

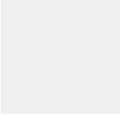
- Old Age Security (OAS)
- Guaranteed Income Supplement
- CPP Disability and Pensions

We help people with Ontario Disability Support Program applications.

We also have an agent for the OESP Ontario Energy Support Program as well.







Infrastructure Overview

The Infrastructure Department is responsible for the operation and maintenance of the First Nation Assets; Community Buildings, Roads, Water Treatment Plant, Housing, Waste, and Fire Department while networking with other departments, committees, communities, contractors, and service providers.

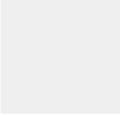
Ken MacLeod left as Infrastructure Director on August 27th 2021. As of October 4th 2021, Chad Boyer has been working as the Infrastructure Manager with Glen Morningstar, Head Public Works Technician, as his mentor.

During 2021, the Infrastructure Department has taken part in many initiatives to help improve the quality of life within Mississauga First Nation; roads, street lights, water treatment, waste, as well as made arrangements for improvements to various buildings (detailed in below). Community facilities that are currently undergoing, or will soon undergo improvements include:

- **Niigaaniin Building:** Extension in the back of the building to add more office and activity room going to be completed by Ricks Renos.
- **Cultural Center Office Renovation:** Adding an office and moving the kitchen space over in back room, work on by Brian Cada. Plumbing done by Drew's Plumbing & Heating and Electrical done by Oliver Dupuis.
- **Food Bank Extension:** Kevin Fireman has been contracted, with Len Sidock for electrical.
- Mississauga First Nation Fire Department

Looking ahead to 2022, a tender has been sent out to request bids on the 20 Emmett's Lane rebuild that was destroyed due to a fire in February 19, 2021. An insurance claim was made and the cost of the rebuild will be covered. The concrete pad and in-floor heating will be reused and the rebuild will use the same plans as the original structure.





Infrastructure Report

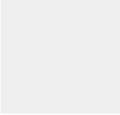
Mississauga is working on a Capital Asset Management Plan from First Nation Engineering Limited. Listed are the Capital Management main objectives:

- Asset management policy connecting to objectives
- Levels of Service drafts/which are legislated
- Demand analysis over 20-year improvement plan
- Needs Assessment & recommendations with O&M budget
- Life cycle cost analysis
- Risk Analysis
- Contingency Plans
- Investment Priorities/Maintenance Plans
- Financial Summary
- Improvement and Monitoring Plan incl. assessment of data quality and approaches to improving data
- Currently adding data to the Management Plan

Public Works: Renovations have started at the Public Works workshop (Dome Building). The foundation wall needs renovations because the wooden sill plate was rotting over the years. We have a contractor working on lifting and replacing the brick and 2x6 wooden sill plate, and the new foundation wall will be painted.

Solid Waste: Mississauga Waste Transfer Station received a hazardous waste sea container. The container can hold automotive materials, solvents, paints and coatings, pesticides, fertilizers, pressurized containers, mercury-containing devices where the can be secured and locked until disposed of on another site.





Infrastructure Report

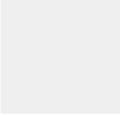
Water: Water Treatment Plant repairs and upgrades funding received from ISC, and a Water Treatment Plant Interim Repairs and Feasibility Study was prepared by the Ontario First Nations Technical Services Corporation (OFNTSC). Mississauga First Nation's water treatment plant was constructed 25 years ago and the original equipment is obsolete. The water treatment plant is currently being run in manual mode, operators run the plant during the day and shut it off at night to avoid issues. The study was conducted so that the MFN water treatment plant can be in accordance with the applicable regulations, standards, codes, and guidelines.

Roads: MNR gave Mississauga First Nation a contract to improve the Lake Hope, Scarfe Lake, and Matineda Dam Access roads. ABT was subcontracted to grade, add new gravel, and add ditches to Scarfe and Lake Hope roads. At the Matineda Dam Access Rd. ABT was subcontracted to clear brush, dump and spread gravel, as well as improve ditching and adding a culvert.

Street Lights: The Indigenous Relations Branch at MTO helped to provide funding for Mississauga First Nation to enhance the Red Pine Lodge and walking path by installing 5 LED 150w parking lot lights, and 62 LED streetlights. Removing the current sodium halide streetlight bulbs and installing 62 LED fixtures will widen the band of light and reduce energy consumption.







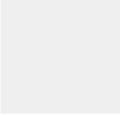
Lands & Resources Overview

The Lands and Resources Department, within our ability, monitors developments within our Traditional Lands when it comes to the Natural Resources. Presently many activities are occurring with forestry, mining claims, wildlife management plans, and programs that address the concerns of invasive species such as the sea lamprey. We try to respond accordingly if these projects are a concern to our Aboriginal rights.

Some projects can undergo lengthy processes which take considerable time and steps to reach effective measures of implementation. Such steps are effective notification to MFN, then a response and request to meet with our Lands and Resources committee, further review and discussion as to whether not the project will affect our rights, then to determine if the project is to be supported where it may be a benefit in terms of economic develop and other employment opportunities. Other things to consider is to determine if a project will have a negative effect on the environment such as herbicide and pesticide use in forest management.

Membership/L&R Clerk: In 2019 Stacy joined the Mississauga Park Foundation. Mississauga Provincial Park is now a partnership with the 3 communities of MFN, Serpent River and Elliot Lake. In November of this year Stacy was nominated Secretary/Treasurer of the Park Foundation. An analysis of the Mississauga Cemetery to determine the longevity of the site was carried out. The assessment included plot assessments, drone imagery to determine other plots using an aerial view and to determine The info gathered help with the presentation that was delivered at the fall gathering. A survey was handed out to participants along with a discussion on the future plans for MFN cemetery. This information will be uses in our Land Use Management Plan.





Lands & Resources Report

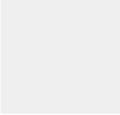
Modernizing our GIS data: GIS is a powerful tool that we use for a variety of things, from general map-making to data management and spatial analysis. An ongoing task is modernizing our spatial data and adding assets that Mississauga First Nation considers important. As a picture is worth a thousand words, having up-to-date maps catered to our needs allows us to better communicate what is going on in the lands and plan for the future.

Collecting Spatial Data through Surveying and Aerial Interpretation: We are surveying trails in and around the territory with GPS. We are currently using drones to take aerial photos. These photos will then be mosaic together so we can interpret the land remotely and use them in our planning and further use in updating our Land Use Plan and eventually updating our Forest Management plan.

Archaeology Exercise for MFN Day-Campers: With the assistance of the Ontario Archaeological Society, we offered MFN day-campers a day full of archaeological activities. The campers participated in a mock excavation where they learnt to identify artifacts, and they were able to make their own pottery.

Food Sovereignty Series: During spring and summer, the Lands & Resources Department, in collaboration with Economic and Social Development held various information sessions through Zoom that were focused on food sovereignty. Topics focused on creating self sustainability; small space gardening, maintenance and de-weeding, garden pets, garden prep, and composting. As a result of these engagement sessions, the Biigishtongishkaa program was created. This initiative created an opportunity for all MFN residents to access composting collection at the Waste Transfer Station. We recognize that composting helps minimize landfills' contributions to climate change. The collection of compost also helps sustain community gardening initiatives.





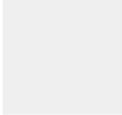
Lands & Resources Report

Dwaagik Mannwn-Hiding: Annual Fall Gathering Event: The Lands & Resources Department, in collaboration with other organizational departments, held this annual community event at Chiblow Lake Lodge. During the Annual Fall Gathering Event various cultural, historical, and educational programming was conducted: fish harvesting, traditional medicine teachings, traditional craft making and organizational updates. Presentations were given to update the community on Membership, Chi Naakinigewin, Lands & Resources and available community Health & Social Services. We look forward to continuing the success of this annual event!

Invasive Species Control Update: On June 24, 2021, Mississauga First Nation entered into an Engagement Agreement with the Great Lakes Fishery Commission. This agreement is a response to sea lamprey in the Mississaugi River, Harris Creek, and Bolton Creek that are within the Mississauga Traditional Territory. The purpose of this agreement is to establish a process to ensure MFN capacity to collaborate and cooperate to plan and monitor Sea Lamprey Control in a way that is respectful of, and accommodates, the MFN's rights and interests in environmental and economic protection, sustainable development for future generations, heritage protection, and information sharing that incorporates traditional ecological knowledge.

Through this engagement agreement the MFN Lands & Resources Department will be conducting two one-time studies and continuing the program of sea lamprey control planning, design, and monitoring. In the coming year, we will be developing a River and Creeks Aquatic Ecosystem and Fisheries Study, a Sea Lamprey Traditional Ecological Knowledge Study, and continuing ongoing participation in Sea Lamprey Control planning and monitoring. These studies will include various community engagement opportunities.





Lands & Resources Report

Canadian Nuclear Safety Commission/Cameco Uranium Refinery Update: The MFN Lands & Resources Department developed a research team to participate in the Canadian Nuclear Safety Commission's license renewal for the Cameco Uranium Refinery. This team, with the assistance of the Canadian Environmental Law Association created a 600 page written submission outlining various community concerns. Within the written submission, 27 recommendations were developed to address issues related to consultation, consent, community health, environmental protection, climate change, and the future of the site. Based on the Community Engagement Session on the Nuclear Licensing Process, the team developed a supplementary submission to build off the previous recommendations that were brought forth in the written submission. This supplementary submission included a summarization of MFN Engagement Surveys, Community Feedback Form from Individual members, and Letters from Individual Community Members. Based on the engagement session, the team recognized the constraints of the timelines, exclusion from site selection, the need for an updated community health and well being assessment, and the opposition of the development of new nuclear technology. On November 24, 2021, this team completed their presentation on the submission and supplementary submission to the Commission. The CNSC is currently undergoing deliberations before an official decision will be released.

By-Law Officer Program: Marked reserve lands with signage on all perimeters and access roads, more monitoring equipment like cameras have been ordered. Participated in maintaining properties, and evicting squatters. Completed Property Matrices, assessed and inspected camps. Assisted with Fall Harvest activities doing archery, wood working, and textile construction. In MFN land coded territory approximately 117 non-Indigenous were asked to leave lands. Maintaining responsible ownership values and goals throughout the community for dogs, including connecting individuals to adoption or vet services. Investigate Animal control issues throughout MFN involving bear or coyote issues, and relocation of sensitive wildlife like Cranes.





Human Resources Overview & Report

The Human Resources Department is dedicated to assisting employees in all facets of Human Resources within the organization and strives to promote excellence in the workplace. One of the many goals within this department is creating an open, welcoming and encouraging environment for all employees to comfortably discuss their career goals or concerns. The Human Resources team is responsible for many areas:

- Internal and External Recruiting and Selection
- Compensation and Benefits
- Performance and Attendance Management
- Occupational Health and Safety in the Workplace
- Policy and Procedure Development and Interpretation
- Labour Relations, Mediation and Conflict Resolution
- Human Rights and Legislative Compliance
- Employee Relations

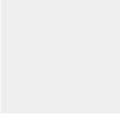
Over the course of 2020 and 2021, MFN welcomed a total of 36 new employees. Due to Covid-19, the majority of interviews were conducted virtually through Zoom in order to ensure the safety of all those involved.

Retirement can be a very overwhelming milestone in one's life and quite confusing for those who are in the early stages of their careers. With that said, Human Resources arranged small group information presentations for employees to attend. Following this, individuals were contacted individually by a pension plan representative in order to ensure the required documents were on file, up to date and to answer any further questions.

Among our other duties, our department successfully completed a compensation review, updated the Internal Personnel Policy Manual (which is currently in its second stage of review and approval), and has completed Health and Safety education, and devised a committee.







Finance Overview & Report

The Finance Department is responsible for the overall efficient and effective management of Mississauga First Nation's financial resources, ensuring appropriate systems and procedures are developed and implemented to provide budgetary control. The staff within the Finance department have dedicated many hours of hard work to ensuring proper accounting practices are followed and pre-audit responsibilities are carried out.

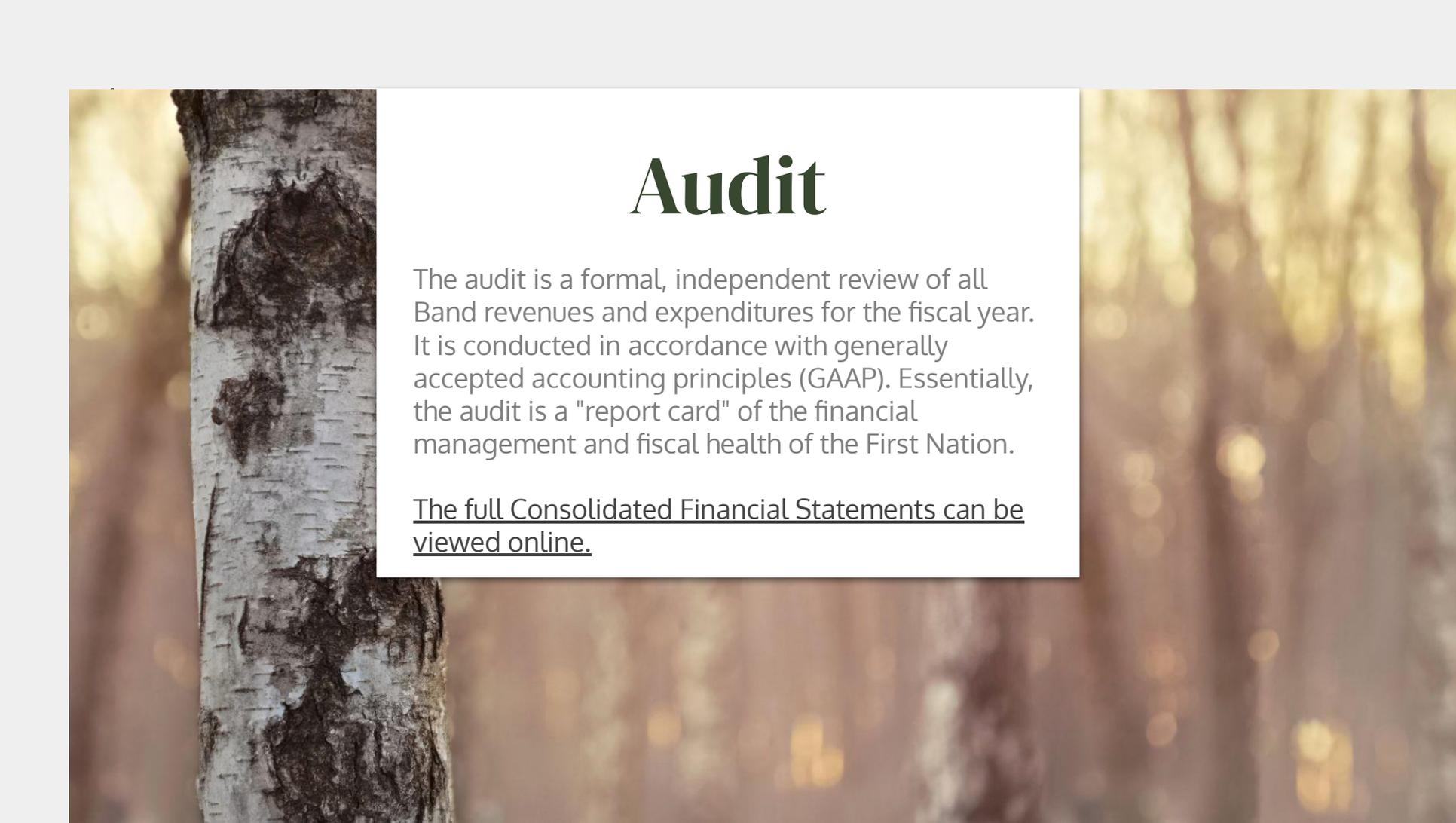
During Covid Shut-down all activities associated with the Finance/Administration Department were deemed essential and staff were in the office to provide the services. The process was developed with how the delivery of these services would be implemented. All accounts payable cheques were mailed out and recorded, and staff that were able to work from home did.

As fiscal health is the backbone of an organization it is expected that the accountability of the Finance Department be held to a very high standard. Accountability consists of Fiscal Plan and Final Program Budgets, Program Accountability, Audit, Annual Reports and Community Accountability.

The First Nation administers several funding agreements including Federal, Provincial and other funding agencies. They are as follows: Indigenous Services Canada (Health Canada) Set and Fixed Contributions , Provincial Government Agreements such as the Ministry of Education, Ministry of Health, Ministry of Transportation, Ministry of Natural Resources and others. Additional funding: North Shore Tribal Council, Union of Ontario Indians, and Nogdawindamin.

Thanks to the leadership of the previous and current Chiefs and Councils their recognition of the need and support for strong fiscal policy and management structure has created strong building blocks for future growth and development. The Finance Department is committed to moving forward for Mississauga First Nation.





Audit

The audit is a formal, independent review of all Band revenues and expenditures for the fiscal year. It is conducted in accordance with generally accepted accounting principles (GAAP). Essentially, the audit is a "report card" of the financial management and fiscal health of the First Nation.

[The full Consolidated Financial Statements can be viewed online.](#)

Mississauga First Nation
Consolidated Statement of Financial Position

March 31	2021	2020
Financial assets		
Cash (Note 2)	\$ 5,529,957	\$ 4,796,656
Accounts receivable (Note 3)	1,223,370	1,396,520
Housing loans (Note 4)	288,780	320,243
Portfolio investments (Note 5)	132,814	335,060
Investment in government business enterprise (Note 7)	405,435	-
Due from the Mississagi Trust - restricted (Note 6)	1,935,637	1,503,916
Trust Funds held by Federal Government (Note 8)	98,785	91,000
	<u>9,614,778</u>	<u>8,445,395</u>
Liabilities		
Accounts payable and accrued liabilities (Note 9)	641,910	903,793
Deferred revenue (Note 10)	2,613,662	2,311,153
Due to funders (Note 11)	472,982	466,224
Long term debt (Note 12)	2,370,204	2,553,320
Accrued landfill closure and post closure costs (Note 14)	87,975	93,150
	<u>6,186,733</u>	<u>6,327,640</u>
Net financial assets	<u>3,428,045</u>	<u>2,117,755</u>
Non-financial assets		
Tangible capital assets (Schedule 1)	10,078,913	10,085,239
Prepaid expenses and inventory of supplies	51,997	93,559
	<u>10,130,910</u>	<u>10,178,798</u>
Accumulated surplus, end of year (Note 15)	<u>\$ 13,558,955</u>	<u>\$ 12,296,553</u>

A Chief

Director of Operations

Mississauga First Nation
Consolidated Statement of Operations

For the year ended March 31	Budget	2021	2020
Revenue			
Indigenous Services Canada	\$ 8,190,978	\$ 6,576,560	\$ 6,151,602
Province of Ontario	1,967,870	2,271,464	1,944,178
Government of Canada	53,583	119,189	102,102
Canadian Mortgage and Housing Corporation	221,053	273,454	170,189
OFNLP	879,540	909,482	934,405
North Shore Tribal Council	1,372,921	1,508,511	1,301,299
Band operated enterprises	537,532	470,083	570,331
Other revenue	2,058,951	1,831,467	1,732,108
Mississagi Trust Funds	-	507,506	135,374
Amounts earned in Trust Funds (Note 8)	-	8,477	8,250
Net loss from government business entities (Note 7)	-	(20,033)	-
Gain (loss) on sale of portfolio investments	-	(202,246)	-
Recovery of prior year funds	-	(49,526)	30,109
	<u>15,282,428</u>	<u>14,204,388</u>	<u>13,079,947</u>
Expenses			
Niigaaniin - Social assistance	439,131	579,435	563,533
Niigaaniin - Cost of administration	580,015	443,613	427,435
Band support funding	510,518	404,467	606,509
Other administrative programs	684,772	658,684	490,235
Maintenance management system	485,418	746,716	628,848
Education	2,698,501	2,782,214	2,709,293
Committees	-	295	3,100
Capital programs	343,699	135,712	79,547
Other ISC subsidized programs	95,290	124,700	180,220
Health and social services	3,254,381	2,433,759	2,395,658
Other subsidized programs	1,331,349	1,397,049	1,09,072
Family resource centre	442,058	568,057	470,650
Day care centre	654,312	731,886	659,809
Band operated enterprises	651,966	837,106	911,752
OFNLP	947,636	602,355	1,401,226
CMHC housing	135,726	411,696	453,027
Amounts released from Trust Funds (Note 8)	-	8,477	8,250
Mississagi Trust distributions	-	75,785	182,162
	<u>13,254,772</u>	<u>12,941,986</u>	<u>12,280,326</u>
Annual surplus	<u>2,027,656</u>	<u>1,262,402</u>	<u>799,621</u>
Accumulated surplus, beginning of year	<u>12,296,553</u>	<u>12,296,553</u>	<u>11,496,932</u>
Accumulated surplus, end of year	<u>\$ 14,324,209</u>	<u>\$ 13,558,955</u>	<u>\$ 12,296,553</u>



**Mississauga First Nation
Consolidated Statement of Change in Net Financial Assets**

For the year ended March 31	Budget	2021	2020
Annual surplus	\$ 2,027,656	\$ 1,262,402	\$ 799,621
Acquisition of tangible capital assets	(781,660)	(985,406)	(1,868,786)
Amortization of tangible capital assets	-	837,494	773,845
Gain on disposal of tangible capital assets	-	(165,380)	(39,624)
Proceeds on sale of tangible capital assets	-	319,618	183,000
Prepaid expenses and inventory of supplies	-	41,562	(46,960)
Net change in net financial assets	1,245,996	1,310,290	(198,904)
Net financial assets, beginning of year	2,117,755	2,117,755	2,316,659
Net financial assets, end of year	\$ 3,363,751	\$ 3,428,045	\$ 2,117,755

**Mississauga First Nation
Consolidated Statement of Cash Flows**

For the year ended March 31	2021	2020
Cash flows from operating activities		
Annual surplus	\$ 1,262,402	\$ 799,621
Items not involving cash		
Gain on disposal of tangible capital assets	(165,380)	(39,624)
Amortization	837,494	773,845
Loss on sale of portfolio investments	202,246	-
	<u>2,136,762</u>	<u>1,533,842</u>
Changes in non-cash operating balances		
Accounts receivable	175,150	(426,179)
Prepaid expense	41,562	(46,960)
Deferred revenue	302,509	691,078
Due from the Mississagi Trust	(431,721)	46,788
Trust Funds held by Federal Government	(7,785)	-
Accounts payable	(261,883)	(399,963)
Due to funders	6,758	98,528
Accrued landfill closure and post-closure costs	(5,175)	(5,175)
	<u>1,956,177</u>	<u>1,491,959</u>
Capital transactions		
Acquisition of tangible capital assets	(985,406)	(1,868,786)
Proceeds on sale of tangible capital assets	319,618	183,000
	<u>(665,788)</u>	<u>(1,685,786)</u>
Investing activities		
Housing loans	31,463	(62,227)
Investment in Mississaugi Retail Cannabis Corporation	(405,435)	-
	<u>(373,972)</u>	<u>(62,227)</u>
Financing activities		
Payments on long term debt	(183,116)	(177,703)
Increase (decrease) in cash	733,301	(433,757)
Cash, beginning of year	4,796,656	5,230,413
Cash, end of year	\$ 5,529,957	\$ 4,796,656





Miigwech

We appreciate the opportunity to show everyone the amazing work that each member of our community does, and thank you for reading our report for 2020-2021.

Mississauga First Nation
64 Park Road, PO 1299
Blind River, ON P0R1B0
705-356-1621
www.mississaugi.com