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Annual General Meeting

Fiscal 2014-2015

Six Nations Elected Council
Monday, November 2

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Six Nations Elected Council

- The Elected Council is committed to building a strong, prosperous and healthy community through key investments in community priorities, including:
 - Infrastructure
 - Education
 - Health
 - Culture
 - Land Rights
 - Economic Growth

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Mission



- Six Nations of the Grand River Elected Council is committed to ensure the well-being of our people and is dedicated to protect our languages, culture, land rights, and the environment. We will strive to achieve economic prosperity to improve the quality life for all our citizens.

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Vision

- With the knowledge of our Haudenosaunee culture, our people will enjoy a healthy, content, safe and self-sustaining community governed by a united and accountable government structure, exercising its jurisdiction and nationhood.

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Structure of Elected Council

- Elected Council’s decision making process is supported by recommendations from four main Committees:

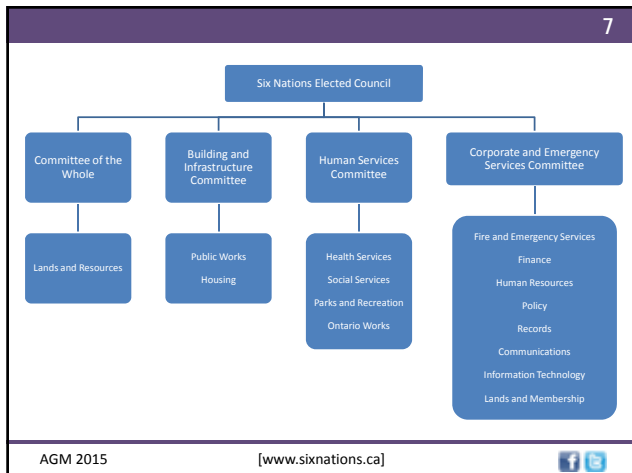
1. Committee of the Whole
2. Building and Infrastructure
3. Human Services
4. Corporate and Emergency Services

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- Each department of the Elected Council reports to one of these four Council Committees, on a monthly basis
- Providing information and/or seeking direction on:
 - Budgets
 - Projects
 - Opportunities
 - Goals
 - Achievements
 - Challenges

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Other Internal Committees

- Ethics
- Justice/MRP
- Youth and Elders Project Team
- Education
- Solid Waste Adhoc Committee (SWAC)
- Grand River Enterprises
- Accessibility
- Illegal Dumping
- Residency
- Ditching/Drainage
- Community Collaboration
- Fire Hall
- Gaming

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External Committees



- Chiefswood
- Chiefs of Ontario
 - Social
 - Steering Committee on Housing
 - Health
- Community Development Trust
- Community Living (formerly Special Services)
- Farmers Association
- Gaming Commission
- Ganohkwasra
- GEDSB Native Advisory
- Grand River Employment and Training
- Grand River Post Secondary
- Health Foundation
- Iroquois Caucus
- Language Commission
- Mohawk Chapel Committee
- Native Horizons
- Ontario First Nations Technical Services Corp.
- Six Nations Police Commission
- Six Nations Natural Gas
- Six Nations Public Library
- Six Nations Polytechnic
- Source Water
- Great Lakes
- Mohawk Lake
- Habitat for Humanity
- Brantford Working Group
- CAS/O Gwadeni:deo
- Woodland Cultural Centre
- Youth Council
- North American Indigenous Games (NAIG)

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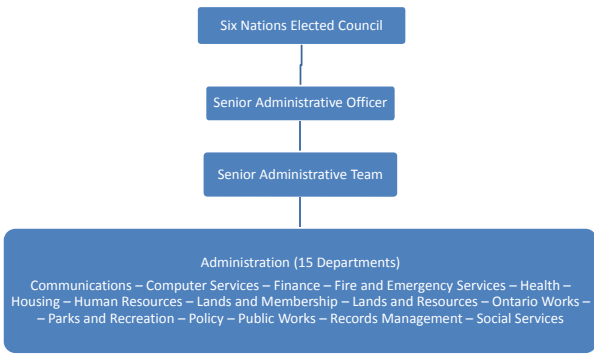
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Administration

- Administration is responsible for the day to day operations, and delivery of the Elected Council’s programs and services
 - There are currently 15 administrative departments
 - Supported by over 700 staff members

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graph TD
    A[Six Nations Elected Council] --> B[Senior Administrative Officer]
    B --> C[Senior Administrative Team]
    C --> D[Administration (15 Departments)]
    
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Administration (15 Departments)
 Communications – Computer Services – Finance – Fire and Emergency Services – Health – Housing – Human Resources – Lands and Membership – Lands and Resources – Ontario Works – Parks and Recreation – Policy – Public Works – Records Management – Social Services

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Accomplishments and Challenges During Fiscal 2014-15

- In the past fiscal year (April 1, 2014 to March 31, 2015) each of the Elected Council’s departments have experienced accomplishments and challenges

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Communications

- Encourages and supports community engagement in key messages and issues on behalf of the Elected Council
 - The Communications Team strives to ensure all public information is made accessible to the community, utilizing a wide range of media outlets both traditional and new

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Accomplishments

- Monthly Newsletter
 - Updated to include more information relevant to members of the community, improved design and legibility, and distributed in a more timely manner
- Press Releases and Statements
 - Providing regular activities and goals of the Elected Council, for the information and inclusion of Six Nations and its' community members

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- Social Media
 - Engaging and sharing the activities and goals of the Elected Council with members of the community, in real-time

Challenges

- Website
 - Redesigning the Elected Council website (www.sixnations.ca) for a more user-friendly medium of informing community members and visitors about the Elected Council, and providing easy-to-access information on programs, services, community events and happenings

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- At this stage, the Communications Team is progressively raising the quality of communications to meet the highest standard expected of the most populated First Nation in the country

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Fire and Emergency Services

- Provide fire and emergency services to the Six Nations community through mitigation, prevention, preparedness, response, and recovery using safe, recognized, and measurable practices

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Accomplishments

- Improvement
 - Developed 3 emergency response pre-plans
 - Completed basic firefighter skill evaluations
 - Total active firefighter roster of 40
 - Initiated the Health and Safety Committee
 - Some additional funding for training, equipment and operational dollars provided by Aboriginal Affairs and Northern Development Canada (AANDC)

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- Equipment
 - Replaced 1 car utility vehicle
 - Purchased a used Aerial Firetruck
 - Replaced 33 firefighter bunker gear suits
 - Successfully received grants towards two new AED's for the Gaylord Powless Arena (GPA) and Iroquois Lacrosse Arena (ILA)
- Recognition
 - Held the Annual Firefighter Appreciation/New Recruit Graduation Ceremony
 - Successfully awarded honour of hosting the 2016 National Aboriginal Firefighter Competition

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Challenges

- High demand
 - High volume of emergency calls
- Staff Shortage
 - Lack of full-time firefighters
 - Lack of experience
- Lack of Resources
- Lack of Funding

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Community Projects

- Free CPR/AED Training
- Incentive Student Placement through Experience Ontario
- Emergency Support Services for local community events
 - ie. Pow Wow, Six Nations Fair Demolition Derby, etc.

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- Fire and Emergency Services are dedicated to leadership, safety, education and improvement to ensure quality fire and emergency services for the community of Six Nations

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Health Services

- Provides, promotes, and protects the health of Six Nations
 - Creating a safe environment to guide, support and care for our community members on their wellness journey

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Accomplishments

- Revision of Mission, Vision and Values
 - Reflecting community wellness and culture as the foundation
- Mental Health, Health Promotions
 - Established proposal based positions
- Staff
 - Hired a Youth Mental Health and Addictions Transition Worker

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- Funding
 - Received funding to assist with housing for Mental Health clients
 - Increased funding for Maternal Child Health and the Healthy Babies/Healthy Children Program
- Health Beat
 - Reestablished the radio show
- Health Programs
 - Increased collaboration between programs

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Challenges

- High Demand
 - Resulting in longer wait times for services
- Space
 - Limited office space for health activities and/or staff to adequately offer services
- Access
 - Reduced access to housing for clients, despite funding

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Community Projects

- Healthy Roots
 - Initiative in partnership with the Two Row Times
- Accessibility
 - Improvements to the White Pines Wellness Centre
- Harmonizing Indigenous Wellness
 - Conference scheduled for November 2015

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- Health Services is committed to continuing their efforts to build, preserve, strengthen and maintain partnership with our community to support well being
 - Creating unified services that support clients' needs, and caring for our people with empathy, dignity and equality

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Human Resources

- Dedicated to managing and providing the Elected Council and its' departments with effective HR services in a fair, equitable and respectful manner, including:
 - Benefits administration
 - Employee assistance and worker well-being
 - Payroll administration
 - Health and safety practices, and training
 - Employee orientation
 - Management support
 - Policy support
 - Recruitment and hiring
 - Workers Safety Insurance (WSIB)

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Accomplishments

- Improved Orientation Program
 - To include additional information on health and safety guidelines, responsibilities and accountabilities
- Additional Training for Managers and Supervisors
 - Offering training on Resiliency in the Workplace, how to maintain and enhance your team for success

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- Activated Employee Recognition Program
 - Received funding from OFNLP to create a recognition program honouring employees' loyalty and commitment to the community, as Elected Council staff
- Community Involvement
 - Continues to recruit, train and request the assistance of community members in the hiring process of staff

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Challenges

- Location
 - Difficulty building and enhancing worker relations, and team building in a location separate from Central Admin and Finance
- Accessibility
 - HR needs to relocate to a one-story location or install an elevator/lift into the current building for AODA compliance

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- Improving hiring requirements for accessibility i.e. online or written interviews for the hearing impaired, changing fonts for those with vision challenges, etc.
- Financial
 - Operating on a minimal departmental budget
 - Seeking funding to improve record keeping, and payroll administration

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- Human Resources continues to strive to improve their skills, and enhance the skills of others through open communication, information sharing and cooperation
 - Creating and sustaining a positive work environment for all Elected Council employees to succeed, ultimately enhancing their contributions to the community

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Housing

- Provides housing and financial programs to improve the living conditions of all registered Six Nations' members, by providing the ways and means to access housing and housing related essentials through:
 - Financial Programs
 - Rental Accommodations
 - Construction Advisory Services

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Accomplishments

- Programs
 - Provided assistance to 55 community members, totaling \$3,610,717, over the past year
- Policies
 - Developed and implemented new housing policies, in effect as of December 1, 2014
- Services
 - Consolidated housing administration and maintenance, to provide more efficient and cost effective services

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Challenges

- Infrastructure
 - Increase construction costs for new builders, due to limitations to water and sewer lines
 - Requirement of larger lot sizes, in order to accommodate sanitation disposal systems
- Payments
 - Housing needs community members to pay their loans in a timely manner

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- Housing will continue to strive towards improving the lives of all registered members of Six Nations, through:
 - Housing Loans
 - Approved Lender Loans
 - Accessibility
 - Sanitation
 - Housing Inspections
 - Residential Rentals
 - Residential Rehabilitation

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Lands and Membership

- Providing membership programs and services to registered community members, while ensuring the ongoing protection of the land base of Six Nations

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Accomplishments

- Staff
 - Hired two Environmental Technician Assistants, on contract, to work on Phase 1 of an Integrated Watershed Management project
- Geography Information System (GIS) Program
 - Currently in the process of eliminating the old cardex file method of verifying land ownership
- Imaging
 - Completing new aerial pictures of Six Nations through the South Western Ontario Orthoimagery Project (SWOOP)

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Challenges

- Matrimonial Real Property (MRP) Law
 - Challenging Aboriginal Affairs and Northern Development Canada (AANDC) on MRP forms “required” for each land transaction
- Staff Shortage
 - More staff needed to fully implement the GIS Program, to include all departments that require it
 - Public Works, Housing, Ambulance, Fire and Emergency Services

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Community Programs

- Lands Program
 - Providing efficient and up-to-date service in lands, and GIS to community members
- Membership Program
 - Registering and reporting life events for individuals in the community (ie. birth, death, marital status)
- Environment Program
 - Protecting, conserving, restoring and increasing awareness of the Six Nations’ environment

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- Lands and Membership are committed to providing these essential programs to registered members of the community, and helping to protect Six Nations’ lands

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Lands and Resources

- Continues to investigate and report breaches of the Crown’s fiduciary obligation to manage Six Nations’ lands and resources in the best interest of the community, through:
 - Land Research Unit
 - Land Use Unit
 - Wildlife Management Office

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Accomplishments

- **United Nations**
 - Attended and participated in the United Nations Forum on Indigenous Issues
- **Global Solutions**
 - Presenting information to educate surrounding communities on Six Nations' land right issues
 - Continue to negotiate agreements with the industry and developers to benefit our community

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- **Grand River Notification Agreement (GRNA)**
 - Monitoring the GRNA, and improving the communication and information exchange for a better relationship between municipal agencies and First Nations

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Challenges

- **Time**
 - Difficulty reading fragile archival documents, that must be transcribed immediately
- **Communication**
 - Lengthy response time in communications to and from Canada and Ontario
- **Lack of Departmental Capacity and Funding**

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Community Projects

- **Archaeology Community Monitor Program**
 - Continues to operate seasonally, by hiring and training community members to actively participate in all aspects of archaeology
- **School Engagement(s)**
 - Speaking to students about rabies prevention, environmental issues, history of the watershed, and more

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- Resources
 - Providing firearms safety and wildlife identification programs for schools and community members
 - Acting as an information centre for hunters and trappers

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- Lands and Resources is committed to continuing to investigate and report the development of Six Nations' land claims, acting in the best interest of the community and all its' members

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Ontario Works

- Providing financial assistance to all registered members, residing in Six Nations
 - Supporting individuals both financially and emotionally to attain their goal(s) of self-sufficiency

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Accomplishments

- Budgets/Funding Received
 - New two-year contract signed with Ministry of Community and Social Services
 - \$195,900 for Transitional Support Funding
 - \$270,000 for National Child Benefit
- Staff
 - Hired 3 full-time Case Managers
 - Filled Development Coordinator position

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- Recognition and Award Banquet
 - Recognizing individuals for their hard work and dedication on successfully exiting Ontario Works

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Challenges

- Lack of Federal Funding
- Staff Shortage

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Community Projects

- Ontario Works Team Challenge
 - Raised \$1,121 from the sale of items built by clients, and donated funds to 2 community organizations and 1 community members
- Social Assistance Transfer Fund
 - Has 2 ongoing positions
- Job Fair
 - Working towards a job fair in the upcoming year, geared toward youth

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- Ontario Works is dedicated to helping Six Nations' individuals or families who are in immediate financial need, and willing to participate in employment assistance activities, by providing assistance with:
 - Food
 - Clothing
 - Rent
 - Heat, hydro, gas, water, sewage
 - House insurance

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Public Works

- Handles road maintenance, water, sewer, septic distribution and treatment, and elementary school maintenance for the community of Six Nations
 - Provides technical support services to the Elected Council's departments, and solid waste disposal for the landfill site

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Accomplishments

- Funding Received
 - \$500,000 towards the Youth and Elders Centre from the Ministry of Aboriginal Affairs
 - \$1,583,266 from the Small Communities Fund towards critical watermain replacement
 - \$173,973 from the Ministry of Transportation to complete bridge studies and designs for replacement(s)

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- \$1,200,000 to replace Bridge No. Five
- \$166,425 from Aboriginal and Northern Development Canada (AANDC) to replace boilers in Emily C. General, I.L. Thomas and Oliver M. Smith elementary schools
- Successfully challenged proposed cuts from AANDC to the School Maintenance and Operation Budget (\$161,375)

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- \$60,000, for a consultant to complete a 20 year Waste Management Study
 - Providing short and long-term plans to address Six Nations' waste
- \$62,204 from Waste Diversion Ontario's Blue Box Fund
 - Continue offering free blue boxes
 - Providing A.W. First Nation Recycling with a lease-free work area

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- \$35,809 from AANDC to complete landfill gas and groundwater monitoring at the Landfill Site
- \$8,248 from Health Canada for West Nile Virus Water Treatment(s)
- \$60,820 from Health Canada to employ and train a Six Nations community member in the Water/Sewer Department
- Road resurfacing

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Challenges

- Lack of Departmental Capacity and Federal Funding
 - Serving the needs of the growing community with limitations in the number of staff, and time constraints

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- Public Works is dedicated to providing the community of Six Nations with safe and reliable:
 - Water
 - Road and bridge network
 - Learning environments
 - Controlling, directing and handling of waste materials
 - Management, construction, development, acquisition, operation and maintenance of capital programs and assets

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Parks and Recreation

- Promotes leisure services to the community of Six Nations, through positive activities, innovative resources, safe facilities and creative partnerships

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Accomplishments

- Dajoh Youth and Elders Centre
 - Currently in construction
- Ontario Sports and Recreation Communities Project Grant
 - Year 2 of the 2 year-grant for physical literacy activities
- Gaylord Powless Arena Improvements
 - Installation of a new sound system
 - Installed secured stairs to the Minor Hockey Room
 - Purchased a laser levelling system for the Zamboni

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Challenges

- Lack of Funding
- Staff Shortage
 - Upon completion, more staff will be needed for operating the new Youth and Elders Centre

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• Parks and Recreation is devoted to enhancing the quality of life at Six Nations, through:

- Recreation Facilities
 - Gaylord Powless Arena
 - Chiefswood Tent and Trailer Park
 - Six Nations Community Hall
 - Softball Diamonds
 - Horse Barn
 - Sports Fields and Running Track
 - Hockey Rink
 - Sports and Cultural Memorial Centre Grounds

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– Community Activities and Programs

- Easter Egg Hunt
- Bread and Cheese Parade, Sports Events and Carnival
- Tom Longboat Run, with Health Services
- Summer Sports Camp
- Basketball Programs
- Badminton, Public Skating, Soccer, T-Ball, Volleyball
- Seniors participation in District and Ontario Senior Games
- Let's Be Active After School Program
- Drop-In Youth Hockey Program, with Health Services

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Social Services

- Serves our community by providing assistance and supporting family-based obligations and traditions of caring, sharing, mutual respect, healing and harmony that are rooted in our culture

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Accomplishments

- Funding Received
 - Small amounts of project funding for Social Services to participate in the Child and Family Services Act Review, the Aboriginal Alternate Dispute Resolution Process, and the Aboriginal Child and Youth Strategy
 - Small amounts of funding, for Child and Family Services to train Aboriginal Child and Youth Mental Health Workers

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- Funding provided by the Ministry of Education to support the change of preschool rooms to infant/toddler rooms at the Bicentennial and Stoneridge Child Care locations, in addition to renovating the kitchen at Bicentennial
- Received an increase in funding for capacity building of O Gwadeni:deo, Six Nations' own Child Welfare Designation

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- Community Sessions
 - Provided two Child and Family Services community sessions, led by Bonnie Freeman and Dawn Martin Hill
- Youth Suicide Prevention
 - Utilized \$3,972 of funding provided to purchase SAFE Talk and ASIST training manuals to provide free suicide prevention training in the community

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- Staff
 - Hired a part-time CSO Coordinator, and student Native Corrections Officer, on contracts with Correctional Services, for the Adult Program
- Youth Support, Youth Correctional Services Program
 - Continuing to collaborate with Native Spirit Consulting to refer eligible youth to specialized programming
 - Providing back to school support for youth
 - Delivering Christmas food baskets for youth and their families

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Challenges

- Staff
 - Retaining and recruiting Social Services staff
- Funding
 - Lack of funding for Youth and Adult Correctional Service Programs
- Child Welfare Designation
 - Developing a model of service that is unique and supportive to Six Nations, while still having to meet Ministry standards of a Children's Aid Society

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- Social Services is dedicated to continuing to provide assistance to Six Nations' families, offering:
 - The Youth in Transition Program
 - Child and Family Services
 - Child Care Services
 - Correctional Services, Youth and Adult Programs
 - Service Coordination
 - Child Welfare Designation, O Gwadeni:deo

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Common Challenge

- As you can see, many of the Elected Council's departments are faced with a lack of federal funding
- Despite this common challenge, it is the Elected Council's responsibility to provide for the needs of our community

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Progressive Projects

- Over the past year, we made the decision to use some of Six Nations' (own source) funds when federal and provincial funding just wasn't enough
 - There are currently a number of progressive projects underway in our community, including:

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- **New Water Treatment Plant**
 - Has substantially improved Six Nations' ability to ensure safe potable drinking water for generations to come, and provide the capacity to one day service the entire community
- **New Fire Hall**
 - Will provide a reliable building for our dedicated firefighters to effectively deliver invaluable life-saving community services

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- **New Dajoh Youth and Elders Centre**
 - Will offer a space where community members of all ages can intermingle, communicate, mentor, and partake in recreational activities
- **Replacement of Bridge No. Five**
- **Road Resurfacing**
 - Will ensure a safer and more reliable road network within the community for the next 75 years

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- **Established Development Corporation**
 - Development projects will generate an estimated \$100 million for the community of Six Nations over the next 20 years
- | | |
|-----------------------------------------------------|-----------------------------------------|
| • Riverbend Estates Housing Development Opportunity | • Port Dover and Nanticoke Wind Project |
| • Brantgate Solar Farm Project | • Port Ryerse Wind Project |
| • First Solar Walpole Project | • Welland Ridge and Norfolk Bloomsburg |
| • Grand Renewable Energy Park | |
| • Gunn's Hill Wind Farm | |
| • NextEra Energy Summerhaven Project | |
| • Niagara Region Wind Project | |

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Meetings with Federal and Provincial Officials

- To advocate and raise awareness for additional funds towards the completion of these projects, we have met with a number of federal and provincial officials over the past year, including:
 - Prime Minister Designate Justin Trudeau, Thomas Mulcair, Rt. Hon Paul Martin
 - Premier Kathleen Wynne

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- We have also met with a number of Ministers, including:
 - Aboriginal Affairs
 - Transportation
 - Children and Youth Services
 - Energy
 - Environment and Climate Change
 - Tourism, Culture and Sports
 - Economic Development and Infrastructure
 - Colleges, Training and Universities
 - Community Safety and Corrections

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- Since then, Canada and Ontario have contributed an additional \$3.7 million towards the completion of many of these progressive projects
- The Elected Council is committed to continuing to advocate and raise awareness for the additional funds Six Nations needs and deserves

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- We are hopeful the Elected Council and the newly formed government will have the opportunity to build a positive working relationship in the upcoming year
 - Addressing the issues that affect both First Nations, Six Nations and Canada

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Meetings with Municipalities

- Six Nations' Elected Council has met with the City of Brantford and County of Brant in regards to:
 - Mohawk Lake
 - Established a working group
 - West Street
 - Mohawk-Greenwich
 - Green Energy Projects

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Assembly of First Nations and Chiefs of Ontario

- Chiefs of Ontario Political Confederacy Meetings
- All Ontario Chiefs Conference (Kenora)
- Chiefs Assembly on Energy (Hydro One Sales)
- OFNLP General Assembly
- AFN Assemblies (Winnipeg and Montreal)

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Other Achievements

- Good Roads Convention
- Association of Municipalities of Ontario, Executive and First Nations Panel
- New Political Accord with Ontario
- United Nations Permanent Forum on Indigenous Issues
- Missing and Murdered Indigenous Women
 - Launch of Who is She? Campaign
 - Embrace Her with Love Concert
 - Sisters in Spirit Vigil

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- Truth and Reconciliation Commission
- Mobile Cancer Screening Bus
- Skate Park Opening
- U19 World Lacrosse Tournament
- Community Collaboration Committee
- Visit from Chairman of the Ontario Lottery and Gaming Commission
- First Six Nations Walk with Pride
- Climate Change Summit of the Americas
- 230th Anniversary of the Mohawk Chapel

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- Save the Evidence Campaign
- First Annual Responders Day Breakfast
- First Annual Firefighters Grand Gala (November 18)
- North American Indigenous Games (NAIG) 2017

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Pan Am and Parapan Am Games

- Sports Activation Awareness (Hamilton)
- Torch Arrival
- PASO Dinner and Opening of Assembly
- Welcome Team Canada to Athletes Village
- New Credit Gala and Three Fires Event
- Opening Ceremonies
- Unveiling of Tom Longboat Statue
 - Lt. Governor visits Tom Longboat statue

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- ALP Reception
- Opening of Aboriginal Pavilion
- Boat Cruise for Sponsors
- Hand Out Medals, Pan Am and Parapan Am
- Women in Sports
- Festival at Chiefswood Park
- Closing Ceremonies
- Parapan Am Games Assembly and Luncheon
- Parapan Am Opening and Closing Ceremonies

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- We look forward to more achievements for our community, and continuing to improve the quality of life for all Six Nations' members in the upcoming year

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Nia:weh.

- Next: Audit Presentation by Director of Finance, Gary Phillips and KPMG