



55th Elected Six Nations Council

Annual Report

2010 - 2011





Annual Audit Report

The Six Nations annual 2010-2011 audited financial statements will be quite different from previous years as all First Nations in Canada must comply with the new Year End reporting structure developed by the Public Sector Accounting Board for all local governments. This new audit format goes far beyond the Year End reporting manuals of Indian and Northern Affairs Canada, which only required an audit of funding on almost a cash-basis (non-GAAP). This new format will give readers an appreciation of the total financial picture of the community by identifying assets and liabilities at the end of any fiscal year.

Background on PSAB

The audit for the past fiscal year from April 1, 2010 to March 31, 2011 is in a very different format than what is usually presented. In the past the Department of Indian Affairs brought out a book called the Audit Evaluations Procedure Manual. This manual changed year over year to adjust to the current authority in place at INAC headquarters in Ottawa. The former audit procedures manual was focused on money in and money out and not on a complete financial snap shot of a community. In fact all of the former audits focused on whether a community administration did not go beyond 8% debt of their yearly INAC contribution agreements. Any community that found itself at 8% or more was required to develop a remedial action plan to bring their finances out of a deficit. If the community was not able to make a remedial management plan work a co-management plan was the next step and the final step was third party management by an INAC appointed financial management company.

The major criticism of the INAC financial management regime is that there was no consideration given for good debt and bad debt. The good debt can be identified as mortgage debt for housing, construction of water treatment plants and waste water treatment facilities, and economic development activities such as a bingo hall where the debt would be paid off by the community over a period of time. The bad

debt is identified as being irresponsible spending by an administration that does not result in new or improved community assets.

In 2009 the Public Sector Accounting Board (PSAB) pushed for a universal auditing procedure that audited a local government's complete financial picture. The PSAB is not a government body but an entity developed by the Public Accounting Board of Canada and is accountable to the Accounting Standards Oversight Council (AcSOC) to demonstrate that it has fulfilled its mandate effectively, efficiently and economically.

PSAB was established in 1981 to improve and harmonize public sector accounting in Canada. Its creation followed extensive consultation with governments and auditors and an in-depth study of their financial reporting practices.

The study found wide disparities in government reporting practices. Financial statement presentation varied, the statements were fragmented and did not provide an overview of the government as a whole. Similar transactions and events were being recorded differently and significant information about items such as liabilities and capital assets was missing.

PSAB was adopted by INAC for First Nations in 2009-2010 and was made mandatory for First Nations in 2010.

The Six Nations of the Grand River 2010-2011 Audit

The audit statement for the fiscal year that ended on March 31, 2011 is a report on the complete financial picture for Six Nations. Much work by the administration staff in all departments must be recognized. Staff has been very busy since February providing a list of all Six Nations assets for the Auditors to consider in creating this 2010-2011 Audited Statement. Our Insurance carrier assisted in providing third party replacement value of our older buildings for which we no longer retained the records. The previous insurance carrier did not have our assets appraised to ensure that we could have replaced buildings, bridges, treatment plants for water and waste water.

The end result is a real financial picture of Six Nations. There is no more money in, money out reporting that is not tied to how that money maintains all of our community assets. We have to remain vigilant and provide strong accounting and

finance policies and guidelines to ensure that deficits in public works, fire, parks and recreation and lands research do not pull down other programs and services. These four areas have historically been unfunded or underfunded because typically these services are funded by taxation in municipal governments. Therefore the Council utilizes the Rama funding to meet the needs of these essential programs and services.

Overall, I believe that the reader will appreciate the breadth of our assets and can be proud of our community. It will also give the reader an appreciation of the total amount of assets and debt required annually to run a community of our size and complexity.

We would welcome feedback from the community on the Council's attempt to provide the audit information with the audit company officials in attendance to explain the audit in an Annual General Meeting (AGM). We have taken the critique by community members from the past three AGMs and tried to incorporate refinements into the information being presented at this AGM. We hope that, through the Six Nations community members' comments, suggestions, and constructive criticisms on how funding should be administered, we all can be assured that we are building a future for our Territory.

Sincerely,



55th Elected Council Chief
William K. Montour



55th Elected Six Nations Council



Elected Chief William K. Montour

District #1:

Dave Hill
Lewis Staats

District #3:

Roger Jonathan
Ross Johnson

District #5

George Montour
Bob Johnson

District #2:

Carl Hill
Ava Hill

District #4

Helen Miller
Wray Maracle

District #6

Melba Thomas
Mark Hill

55th Elected Six Nations Council

1695 Chiefswood Rd.,
P. O. Box 5000, N0A 1M0

EXPLANATORY NOTE

This document includes a report outlining many Council actions, decisions and accomplishments over the 2010-2011 year and into the current fiscal year. The Directors of Council Departments have prepared their reports for the community's information.

This year Council contracted KPMG for auditing services. The firm has provided financial schedules for each of the departments. For each department report, the first page will be the financial schedule.

Six Nations Councillor Remuneration

Six Nations Councillors continue to receive a flat rate of \$36,200 in honorarium.

In April 2010, the flat rate replaced the previous method of honorarium that gave Councillors \$500 per week and additional payments for committee, special Council and out-of-town meetings.

Councillors decided to reduce their honorarium as a cost cutting measure while Council departments also cut their budgets by five per cent.

Council Accomplishments 2010 – 2011

- 1.) On March 3, 2010, about 50 community members attended an HST rally on Parliament Hill, Ottawa. Thousands attended to show their opposition to an imposed tax. Council paid for free bus travel to the event.
- 2.) The Gil Martin Dialysis Wing opened on April 28, 2010 and began treating 12 patients. About 70 people attended the grand opening. By Sept. 2010, the Six Nations Health Foundation raised \$280,000 toward furnishings and more for the unit.
- 3.) On Jan. 18, 2011, Elected Council unanimously approved the final reading of the Six Nations Matrimonial Real Property Law.
- 4.) The Parks and Recreation Department presented the first Tom Longboat Run on June 4, 2010.
- 5.) The Gaylord Powless Arena was named the Top Centre to Play In by the Ontario Minor Hockey Association.
- 6.) Council topped up funding for the new sports field project after the Ontario and Canadian governments provided a total of \$648,000.
- 7.) Last August, Council hosted two Land Rights community meetings where The Global Solution was presented. This new approach for land rights, lost revenues and missing trust funds was aimed at securing perpetual care and maintenance of Six Nations people.
- 8.) Six Nations Ambulance Services offers more medical aid for the seriously ill. Several paramedics have received Advanced Care Paramedic training allowing them to administer more medications and procedures. Many others are in the process of training.
- 9.) On Oct. 1, 2010, Council passed the In-Camera Meeting Policy that set limits on what is discussed in closed meetings and also opened the door to sharing more information with the community.
- 10.) On April 21, 2010, Councillor Ava Hill, Political Lobbyist Richard Powless and Consultant Phil Monture went to the United Nations Forum for Indigenous People to get the Six Nations voices heard with respect to Land Rights. Chief Montour joined the original delegation at the May 16 to 18, 2011 forum meetings.

11.) Council members went to Ottawa to meet new members of Parliament and to lobby for more post secondary education funding.

12.) Last year, Council's Economic Development department helping to bring wireless internet to the whole community. The service is about to become a reality.

April 2010 to March 2011 – Council’s Year in Review

Over the past year, many issues were placed before the 54th and the 55th Elected Councils. In turn, Council members continued to respond to and take action on many different matters.

Council has assisted many departments and projects in the community including the Language Commission and the Haudenosaunee Resource Centre. In March 2010, the Public Works department helped clean up fire debris on the Six Nations Pageant grounds. A month later Council supported necessary repairs and a new addition on Her Majesty’s Royal Chapel of the Mohawks in Brantford. Repairs were needed to stabilize the 225 year old chapel and an addition was needed to provide an accessible entrance, washroom and elevator. In total, these items added up to \$170,000. A generous donation from the Buchanan family covered some of the costs.

United Nations Delegations

Councillor Ava Hill along with Political Consultant Richard Powless and Consultant Phil Monture were approved by Council as delegates to the 2010 United Nations Permanent Forum on Indigenous Issues in New York. At that time, Canada had not yet adopted the United Nations Declaration on Rights for Indigenous Peoples. Chief William Montour pointed out that Six Nations needs to go international to achieve recognition of land rights.

On April 21 and 22, 2010, the delegation was in New York. They heard from Indigenous people who suffer from destruction of their lands, refusal to recognize treaties and genocide in South America and Latin America. Councillor Ava Hill put forward recommendations to maintain contact with various groups and allies, to present the Six Nation case at the next UN permanent forum, to present a power point about the situation in Canada at a Side Table event to get international exposure and to pressure Canada to endorse the Declaration without qualifications.

Council has lobbied members of Parliament and Senators and attempted negotiations on media and communications to affect public opinion. Richard Powless pointed out that the International arena is one of the few remaining forums to use to assert, defend and protect Six Nations rights.

From May 16 to May 18, 2011, a second delegation of Chief Montour, Councillor Ava Hill and Consultants Phil Monture and Richard Powless attended the United Nations Forum on Indigenous Issues in New York. They learned that one-third of Indigenous people represent one-third of the rural poor and are among the most vulnerable and marginalized of any group. Women who are custodians of much rich heritage suffer the most.

Speaking on behalf of the North American Indigenous Caucus, Kenneth Deer pointed out that First Nations are denied their natural resources, need the UN Declaration of Rights for Indigenous People to be implemented and want to see assimilation policies eliminated.

On May 17, 2011, the Six Nations representatives held a Side Event where they shared information on land rights and took questions. Audience members suggested pushing Canada to report that First Nations claims are a liability on the federal government’s finances.

Harmonized Sales Tax

Over the past fiscal year, Council members continued their battle against Ontario's Harmonized Sales Tax that would have seen First Nations people paying taxes on purchases made outside their communities. This new tax was to combine the 8 per cent Ontario Value Added Tax/Retail Sales Tax with the 5 per cent federal Goods and Services Tax.

The Ontario and Canadian governments failed to consult with First Nations as required in Section 25 of the Canadian Constitution. Both governments approved the HST in December 2009. The new tax was set to begin in July, 2010. The federal government announced that it would not deal with the Point of Sale (POS) exemption but Ontario could cover exemptions from their HST funds.

Chiefs of Ontario were on to the issue earlier in the year and received support for continued POS from provincial authorities. Lobbyist Lewis Staats attended many of the HST meetings on behalf of Council. The provincial Finance Minister and Aboriginal Affairs Minister wanted Ontario wanted to continue with the exemption.

Instead of blocking highways, Council members worked in teams to meet with Conservative MPs in London, Brantford, Hamilton and other centres in an attempt to squash HST.

On March 10, 2010, Six Nations community members attended a rally in Ottawa to express their HST opposition with almost 2,000 others from First Nations communities across Ontario. In April, 2010, First Nations were still waiting to hear about this tax issue. At that time a memorandum of understanding to keep the point of sale exemption was agreed to by Regional Chief Angus Toulouse and Ontario Ministers Christopher Bentley (Aboriginal Affairs) and John Wilkinson (Revenue). The Chiefs of Ontario assert that POS exemption is based on treaty rights and inherent rights.

Throughout the past year, Council continued to have a political lobbyist and Council members involved in meetings where decisions were made. In June 2010, a deal was struck to maintain exemption from the Ontario tax. It was too late to put it into place in July so community members were asked to keep receipts and fill in forms to get tax rebates from the provincial government.

Council continued to support the community on this issue by making provincial reports available, writing letters to big department stores, contacting Bell Canada and Hydro One and providing letters outlining the rights of Six Nations members. The Communications Department created a map to prove that addresses served by outside Post Offices were located on the Six Nations territory. This document was shared with Bell and Hydro One.

Land Rights

On May 4, 2010, Elected Council rescinded a motion that recognized the Confederacy Council's lead for the Douglas Creek Estates site and the Plank Road in Caledonia. Chief William Montour did not want to see the end of Council's relationship with the Confederacy. As was

raised at negotiations with the Crowns, Elected Council is seeking a global settlement that provides for perpetual care and maintenance of the community.

Chief Montour said they wanted a global settlement under the intent of the Haldimand Treaty's declaration that Six Nations and their posterity would benefit from the Haldimand Tract lands forever. Selling land is not an option, he said.

Along with return of lands that may be available, Council wants an accounting of funds put in banks in England and in the hands of other organizations, such as McGill University.

In August 2010, Council shared a new approach on land rights called The Global Solution. Based on 30 years of research, this approach looks at the big picture including loss of lease payments, theft by Indian agents and loss of land purchase payments. The Global Solution will not negotiate away any recognized treaty rights under the 1784 Haldimand Treaty. As well, rights to lands will not be bartered away as the tract is set aside for Six Nations and their posterity for perpetuity.

Because Canada cannot pay the billions of dollars for outstanding payments, the expected solution would be an annual flow of federal financial transfers based on the intent of the Haldimand Treaty. The idea was to get a revenue stream for the perpetual care and maintenance of Six Nations of the Grand River. Council also wanted a special House of Commons or Senate study on large Specific Claims process for Six Nations.

Land Rights: A Global Solution and Negotiations Update was the topic of community meetings on Aug. 18 and 19 in 2010. Copies of the Global Solution were delivered to Six Nations mailboxes by District Councillors and were mailed to Ontario MPPs and Federal MPs plus Mayors in the Tract. The information was basically for non-natives and politicians at all levels. Lands and Resources Director Lonny Bomberry pointed out that 95% of the surrenders were illegal. Copies of the Global Solution are available at Council's Administration building and at Lands and Resources in the Tourism building.

In April 2011, Chief Montour spoke out against a judge's comment saying that the Six Nations claim to title or return of lands was "exceedingly weak". Justice Harrison Arrell made the comment in his judgment on Brantford's injunction case.

Some land rights in Brantford and in other parts of the Haldimand Treaty were investigated by Canada's experts and were found to be legitimate. Council's researchers had already proven those rights were valid.

Meanwhile, Council had taken its 1995 legal action back into the courts. The case demands an accounting from Ontario and Canada on what they have done with all of Six Nations lands, assets and trust fund monies. Six Nations wants the trust made whole again.

Dialysis Unit

A much needed health care service finally began to operate in the community at the end of April 2010. The Gil Martin Dialysis Wing opened on April 28 and 12 people began receiving

treatments on Mondays, Wednesdays and Fridays. The dialysis unit operates in partnership with the chronic kidney disease program at St. Joseph's Health Care.

Youth

In the dark shadow of youth suicides, Council's Child and Family Services shared information about programs and services to help community members overcome challenges in dealing with stress. The programs offer a safe place for children to learn and play. The Primary Prevention Unit provides these programs and can be reached at 519-445-2950.

By using the 24-hour crisis line, people can reach a counsellor trained in trauma, grief and loss, separation and divorce, sexual abuse and many aspects regarding children. The Mobile Crisis Services provide assistance to children and families and for community organizations in crisis and intense situations. This unit also offers counselling services. The crisis line phone numbers are 519-445-2204 and 1-866-445-2204.

Other programs assist with parenting and child development. If parents need some help, counselling, behaviour management and teacher homemaker services can be reached at 519-445-0230.

Youth groups were invited to speak first at a June 2010 meeting focused on the impact of suicides in the community. Chief Montour said losing one is too much and asked the community to come together because only a community can solve this issue.

Two youth groups made presentations. One group offered activities, learning opportunities, dances and drop-ins for youth between the ages of 13 and 17 who feel they are not being listened to. Another group planned to hold a rally to gather the youth voices in a creative, fun, humorous, musical and informal setting.

At a July 2010 meeting, the two groups, who created the agenda, raised issues that impact youth. Those topics included transportation, youth centre, traditional teachings, ceremonies, connecting youth and elders, healing, culture, identity and self-esteem. Councillor Helen Miller suggested self-confidence training and Councillor Melba Thomas wanted to get rid of drugs, alcohol and prescription drug use.

First steps toward a Youth Commission began after this July meeting. In August, a youth roundtable meeting was held. Six Nations Health Promotions and Nutrition Services organized the meeting. Participants included representatives from Social Services, the Youth Lodge, Duke of Edinburgh and other programs provided by the Six Nations Health Department.

On July 28, 2011, Councillors Bob Johnson, Wray Maracle, George Montour, Mark B. Hill and Carl Hill held their first meeting as an Ad Hoc Committee looking into a Youth/Elder Complex for Six Nations. After meeting a few times, they took a tour of a youth centre in Ingersoll.

In early 2011, a bright story about youth emerged. A group of Community Builders from Emily C. General School attended Community Builders Workshops at the Woodland Cultural Centre. The young students learned about fairness, intervening as allies, confronting racism, powerful listening, busting stereotypes and facing conflict resolution. With these skills, a person can defuse a negative situation. The program aims to create caring and inclusive school communities for victims, perpetrators and others.

Queen meets Chief

Chief William Montour greeted Queen Elizabeth inside the historic St. James Chapel in Toronto in July, 2010. After welcoming her back to the traditional territory of Six Nations, he accepted a set of hand bells from the Queen. They were engraved with the words The Silver Chain of Friendship 1710-2010. The bells were symbolic of treaties between the English colonies in North America and the Iroquois Confederacy. Chief Montour said this gift acknowledged the Queen's alliance with the Mohawk Nation. Queen Elizabeth also signed the 1712 Queen Anne bible.

New Sports Field

In July 2010, Council approved a bid of \$911,471 for construction of a new sports field beside the Six Nations community hall. Earlier in the year, the federal and provincial governments together gave \$648,000 toward the project through the Infrastructure Canada Program and Recreation Ontario.

Parks and Recreation Director Cheryl Henhawk submitted a request for a Community Development Trust donation for a pavilion by the sports field. She also said it would be valuable if the community did some fundraising for additions to the sports field complex.

Fire Department

Unfortunately, issues continued to impact the Six Nations Fire Department. The then Department of Indian and Northern Affairs Canada refused to fund a Six Nations dispatch system due to liability issues. However, INAC was willing to fund a dispatch service that was supplied by a non-community body. Concerns were raised about outside dispatchers who would not know local names for roads and other information that Six Nations dispatchers know by heart. Six Nations Fire Department continues to run the dispatch service.

The federal government is not providing enough funding for the Six Nations Fire Department. Over the 2009-2010 year, they received \$450,000 and for the 2010-2011 year, they will receive \$530,000. Fire Chief Michael Seth says \$3 million is needed to serve the community. The department needs a deputy fire chief and 12 fulltime firefighters to staff fire services 24/7.

Water Plant Delayed

After more than a decade of work with the former Department of Indian and Northern Affairs Canada, Council was facing a deadline last year that could not be met. By October 2010, a number of challenges complicated the Johnson Road water treatment plant project and the \$26

million in Canada Economic Action Plan funding. After discussions with officials in Ottawa, Chief Montour was able to get the deadline extended. The Canadian government eventually took back their \$26 million. In the summer of 2011, Council worked with the Department of Aboriginal Affairs and Northern Development to once again secure funding. Due to the higher cost of construction and the amount of funding from the federal government, Council took out a \$15 million loan to cover the remaining costs.

MRP

On Oct. 19, 2010, Elected Council accepted the latest version of the Matrimonial Real Property Law as information. Changes were made based on consultation with the community. Councillor Ava Hill said Parliament's order paper for legislation will be watched in case the government wanted to quickly push through their law on this issue. Council will move faster to get the Six Nations law through a second reading.

On Jan. 18, 2011, Elected Council unanimously approved the final reading of the Six Nations Matrimonial Real Property Law. As a result, the proposed federal law cannot supersede the law created by Six Nations. The law can be amended at any time.

Green Energy Hub

In September 2010, Six Nations Council welcomed the announcement of the Green Energy Hub as good news for the region. This began a partnership between Six Nations, City of Brantford and County of Brant. Haldimand and Norfolk Counties are also partners. The Green Hub is expected to attract environmentally friendly businesses and to influence Mohawk College and Wilfred Laurier University to provide technical courses for the Hub workforce.

Inauguration

December 2010 began with the Inauguration of the 55th Elected Council. On that 7th day of the month, Chief Montour said the focus for Council over the next three year will be education and economic development. "We must find ways to go forward together. Our whole community has to collaborate to give hope back to our youth for a healthy, prosperous future," he said. As he continued, he said that together the community can find a positive path for the future. "We only need to believe in ourselves," he concluded.

SIX NATIONS ETHICS COMMITTEE
Research Approved 10/11

1. Dawn Zinga – Brock University “Student Success: Community and Family Initiatives to Support Aboriginal Youth”

The purpose of this study is to understand parenting at Six Nations and how it supports the success of Six Nations students in education. A group of young people, parents, educators, community service providers, and community members can meet in groups and talk about parenting and related issues in the community.

2. Julian Roberts –Trent University “Contemporary Expressions of Self-Regulations and Indigenous Protocols for Professional Behaviour among Traditional Practitioners of First Nations Medicine”

Essentially the study is concerned with how greater balance can be struck in contemporary health environments where the western science based systems of medicine are the ones most heavily promoted. In these environments Indigenous systems of medicine are often subsumed and misunderstood by the mainstream.

3. Dawn Martin-Hill – McMaster University “Preserving Haudensaunee Language and Ceremonies through the digitization and translation of the Hewitt Collection”

The overall aim of this research project is to digitize and translate portions of the Hewitt collection of traditional Haudensaunee knowledge currently housed at the Smithsonian Institution in Washington, DC. The collection contains ethnographic information on the system of traditional Haudensaunee governance, ceremonials, customs, traditional history, teachings, and worldviews. The project will also lead to further collaboration with the Smithsonian Institution to digitize the whole collection. The Hewitt Collection holds a vast amount of knowledge that has been written in the Haudensaunee languages of Tuscarora, Seneca, Onondaga, and Mohawk.

4. Ashley Quinn – Johnston Research Inc. “Building Capacity to increase Physical Activity among Aboriginal Children and Youth: A Profile of Promising Practices in Canada and Abroad”

The Aboriginal Physical Activity Working Group (APAWG) was mandated to develop and promote a tool for use by Aboriginal community leaders to help build capacity to increase physical activity among Aboriginal youth living on and off reserve.

5. Barb Miller – Ryerson University “Can the Five Nations Confederacy Constitution consensus model work for the Six Nations decision-makers in 2010?”

The experiment will entail a request for representatives from the Haudensaunee Iroquois Confederacy to participate in making a decision on an issue. The issue will be one that had already been decided on or it can be a current issue that requires input from the people of Six Nations to continue. All of the representatives from the groups will be asked to attend a workshop to act out the consensus model to see if there can be a consensus between the groups.

6. Helen Berman, RN, PhD – School of Nursing – University of Western Ontario

The aims of the research is:

1. To explore through the use of individuals narratives among women, who have past interpersonal trauma, their emotional and psycho-social experiences, including strengths and resilience, during the transition to motherhood.
2. To examine commonalities and areas of divergence among new mothers who have experienced distinct forms of past trauma.
3. To conduct an analysis of intersections among individual and systemic experience of trauma.
4. To document resources, services, social and environmental factors that promote or act as barriers to health for women through the transition to motherhood.

7. Lisa VanEvery – “Kanenhstaton: A Land Reclamation Story”

The publication will offer narratives from the Six Nations people who were there and will let the story of the people from the point of view of a community who stood together for the same cause. The story will not only tell what happened near Caledonia on the land known to them as the “Douglas Creek Estates” and the Six Nations as “Kanenhstaton”, it will also tell “why” it happened.

8. Jessica Dolan – McGill University “Haudenosaunee Technicians and Environmental Stewardships”

The research focuses on Haudenosaunee (Iroquois) perspectives on environmental problems within their territories, and how they are developing and implementing solutions based on their traditional philosophies.

9. Kimberley Cai- University of Toronto “Factors Impacting Patient Decision Making to get the Pandemic H1N1 Vaccine”

The project will study how various factors affect the patient’s decision making about receiving the H1N1 Vaccine during the 2009-2010 Pandemic. It will provide how the various health and external factors influence H1N1 Vaccine uptake among patients of varying education, employment and income.

10. Jeff Cooper – University of Buffalo “Six Nations Police Oral History Project”

The thesis is an exercise in oral history that will focus on the establishment of the Six Nations Police Service and the subsequent meaning of expanding jurisdictional foundation for the purpose of achieving Indigenous decision making control. Hoping this will challenge listener’s conventional narratives of Indigenous governance and encourage them to explore how questions of de-colonization have influenced Six Nations decisions about policing.

11. Tracy Antone – “Ontario First Nations Oral Health Survey”

The purpose of the Ontario First Nations Oral Health Survey will provide up to date valuable information about the health of the mouth and teeth of First Nations that can be used to understand oral health status and needs. The results from the survey will be used to assist in improving the health services provided to First Nations, influence future policies and assist in planning for preventive programs and services for First Nations communities.

12. Stacey Loyer – Carleton University “Biographies of Material Relations: Onkwehonwe Material Culture and Ethnographic Collecting at Six Nations of the Grand River in the Late 19th to Mid 20th Century”

The research is to focus on art and material collected from the Six Nations of the Grand River in the early twentieth century, seeking to understand the value such collections may have to Onkwehonwe communities today.

13. Bonnie Freeman – Wilfred Laurier “The Spirit of Aboriginal Youth: Transformation of Identity and well-being through Cultural based Activism, understanding the meaning and impact traditional Natives Initiatives have with the Cultural Identity and well-being of Native youth-young adults”

The aim of the research has two parts; to hear the stories of Onkwehonwe youth and understand their motivation. The impact on their identity and well-being has as they participate on the last Unity Run from Indian Creek/Olive Hill, Tennessee to Minneapolis/Saint Paul, Minnesota, from May 16 to June, 2011. Second, is to put forth and use our own Haudenosaunee methods of seeking and understanding knowledge. Some noticeable factors that some of our Onkwehonwe youth are turning to drugs, alcohol, violence, suicides, etc. because they are feeling frustration, depressed, angry, violent and hopeless. The research will help develop changes within our communities to discover and understand their Haudenosaunee identity and well-being, by learning our own history, language, and participating in the longhouse practices and ceremonies.

14. Elvera Garlow – G.R.E.A.T. “Six Nations Employer Survey”

The aim of the research is to collect data that can be analyzed and summarized into a report that describes the needs of employers situated on the reserve in terms of their current and future occupation and skills requirements. The purpose of collecting this information is to advise students of the future opportunities and direct students to education and training institutions to prepare them for these jobs. GREAT also wants to plan to develop and deliver training that meets occupational and skills of the Six Nations employer in order to enhance working relationship with employers within Six Nations.

15. Jill Hill & Amy Lickers – “We Gather Our Voices/Tewawenharo:roks”

The goal of the research is not only to determine appropriate engagement mechanisms for the Six Nations community but also to determine suitability to launch a Six Nations Development Corporation. The research is to generate a transparent, accountable and acceptable process for engaging the Six Nations community and determine the viability of launching a Six Nations Development Corporation.

16. Barb General – Six Nations Mental Health Team “Speaker’s Corner – Do you have a question on the topic of Suicide?”

The aim of this research or data collection is to gather questions and comments from Six Nations youth and adults on the topic of suicide.

17. Dr. Stewart Harris – The University of Western “Healthy Moms, Healthy Babies Project”

The project aims to determine whether the use of continuous glucose monitors (CGMs), are culturally feasible and acceptable for use among pregnant on-reserve First Nations women with diabetes, and to determine the role of CGMs in improving and maintaining blood sugar levels of improving delivery outcomes. Also to investigate whether or not physical activities and educational awareness of healthy lifestyles can improve and regulate blood sugar levels.

18. Tim Brubacher – “Six Nations Council Community Communication Review”

Council will contact Community Members, Employees, Councillors and off reserve populations to invite them to take part in a survey. Their answers will play an important role in preparing a draft communication policy. The goal is to find out how Council can best communicate with people



2011 Annual Report Six Nations Council Administrative Department Reports



Six Nations Council Central Administration

Senior Administration Officer

The Senior Administrative Officer (SAO) is responsible for the daily administration and maintenance of the Six Nations Elected Council (SNEC) with the support of the Senior Administration Team (SAT). Each Department is operated by a Director or a Manager who reports to the SAO, who reports directly to Chief and Council.

Political

- Make recommendations as required to Chief and Council
- Oversee the implementation of political priorities and strategies across the Administration:
 - Ensure corporate functions are consistent with the mandate and vision of the Chief and Council
 - Plan, implement and evaluate administrative, financial, technical and human resource functions in accordance with the vision and priorities of the Chief and Council
 - Ensure the separation of Political and Administration functions
 - Strategic use of administrative resources to implement Chief and Council decisions
- Oversee the coordination of political meetings: General Council, General Finance, Committees, community consultations and any briefing materials from SAT

Operations

- Lead, foster and support the development and maintenance of a professional organization by performing the following functions
 - Direct strategic operational business
 - Ensure the effective management of the departments
 - Direct, develop, implement and evaluate organizational and operational policy
 - Direct labour management relations strategies/initiatives
 - Evaluate organizational effectiveness
 - Coordinate operations and oversee emergency measures operations
- Oversee effective and efficient delivery of programs and services
- Oversee the development and implementation of Departmental work plans and budgets
- Supervise Directors and Senior Managers reporting to the SAO

Challenges

- Six Nations Elected Council as a whole lacks adequate core funding for all SNEC programs and services
- Six Nations Elected Council and Administration will be impacted by Federal and Provincial Legislative changes such as in the Canadian Human Rights Act, the McIvor decision, the pending Federal Matrimonial Real Property Law and Bill S-11, Safe Drinking Water For First Nations Act.

Opportunities

- Build on the talent and expertise of Directors and Senior Managers
- Encourage innovative enhancement of Program and Services to better serve the community from the youth to the elders
- Oversee effective communication with the public

Finance

The Director of Finance oversees the management and accounting of monies received and expended under the governance of the Six Nations Elected Council; the Director of Finance ensures compliance with the Financial Management Policy, Employment Policy, and external reporting requirements of federal and provincial agreements binding Council.

Key Activities:

- Enhance governance by strengthening the internal control framework with the development of consistent, accountable, transparent, and timely financial systems
- Provide financial staff accounting training through partnerships with local organizations
- With the cooperation of the Senior Administrative Team, develops and implements corrective actions for management letter points from the March 2010 audited financial statements
- Facilitates the revision of the Six Nations Council Financial Management Policy with input from relevant users, Senior Administration Team members; final policy approval by Six Nations Council
- Ensures Six Nations Council is Public Sector Accounting Board compliant for the 2010/2011 fiscal year end by assisting with the landfill post-closure liability assessment and identification of organizational liability
- Assists rapidly expanding departments in the extensive reporting requirements
- Deals with provincial and federal agreements, inclusive of internal reporting processes

Human Resources Department

Mandate:

The Human Resources Department is mandated the Administrative task to provide the Six Nations Council organization with Human Resources services. The administration of Human Resources is provided within the available budget resources in a fair, equitable, and respectful manner.

Staffing:

The Human Resources Department has a total of 7 positions that perform the following services:

Director of Human Resources, Hazel Johnson
Recruitment & Staffing, Tina Jacobs
Employee Benefits Administrator, Shirley Bomberry
Compensation & Salary Management, Cheryl Bomberry
Employee Relations Officer, Stephanie Williams
Health & Safety Officer, Philip Johnson
Human Resources Data Entry, Maria Hill

Key Activities:

- Ensuring compliance with the Six Nations Council Employment Policy
- Staffing for all Council departments
- Maintenance of Employee Benefits
- Monitor salary ranges
- Maintenance of the Human Resources Manager data base
- Provides training and assistance to all employees who may be experiencing any concerns/complaints
- Promotes Employee Wellness through the Employee Assistance Program
- Provides assistance and training to all Six Nations Council departments on health & safety matters.

Accomplishments:

- Successful in obtaining funds to perform a Job Description review
- Successful in obtaining some funds to address making the Human Resources building accessible for everyone and in compliance with legislation.

Goals:

- To perform a review of all position descriptions
- To address the job fact sheet review process
- To perform a review of the salary grid
- To achieve one master data and link the Human Resource Manager system with payroll

Information Technology/Computer Services

IT Manager: David George
Three employees

Key activities – Manage virtual Servers, Workstation configuration, printers, Blackberries, new phone system, user problems and network connectivity issues

Accomplishments in past year – IT implemented the Virtual Servers and saved \$10,000 because the department was able to create a new virtual server without purchasing any new equipment. IT completed the installation of the new phone system that will save the organization a substantial amount of money.

Goals for new fiscal - One goal is to reset up the fiber connection to the Arena to enable the phone and network services. IT needs to identify software that will eliminate proliferation of files that use up valuable data storage space and create redundancy within the network to prevent down time.

Changes in departments – IT is responsible for the setup and administration of the new phone system.

What is new – Council Departments will use VOIP phones on a private network leading to elimination of phone lines in the organization. The Virtual Server system allows for better management in the work environment.

IT will identify new funding and how it was obtained. Funding required outside of the scope of regular work is usually requested from Minor Capital or Rama.

Six Nations Policy Department

Mandate

To assist Council and the SAO by providing political, statutory, operational and advisory services; and in identifying and developing policies, procedures, and strategies for the provision of efficient and effective governance.

Staffing

Policy Analyst and Jr. Policy Analyst

Key Activities of 2010-11:

- Provided technical advice and assistance to Council on various policies and legislation
- Provided policy interpretation, reviewed funding agreements for the Senior Administrative Officer and Senior Directors.
- Drafted memoranda of understanding between Council and other organizations
- Coordinated orientation for new Members of Council
- Conducted a comprehensive review of Council's governance structure
- Worked with the Health and Safety Committee to revise the Health and Safety Policy and restructure the Health and Safety Committee

Looking Ahead – Goals for 2011-12:

- Working on a Community Communications policy to help improve Council's communication with the public
- Working on developing a policy to ensure consistency when waiving rental fees
- Working with staff and Council to revise the financial management policy

- Examining accessibility issues and developing an approach for addressing these challenges

Communications Department

Mandate - provide communication support to Council and Senior Administrative Team members, administer and maintain Council's website, share information with community and continuously learn about and share new information as it arises

Staffing

- Communications Officer
- Website Coordinator

Key Activities

- Write, design and distribute the Six Nations Elected Council newsletter
- Organize details for community meetings
- Attend Council and Committee meetings
- Prepare news releases, ads, flyers and notices and do photography
- Assist departments with CKRZ radio shows
- Provide media stories and other information to Council and directors
- Assist members of the media
- Oversee Feedback email account
- Work in conjunction with other departments on projects (Wilma General Award) and on public relations issues
- Assist Council and staff members in solving technical computer/lap top issues
- Compile reports for the Annual General Report and organize the Annual General Meeting

Accomplishments 2010-2011

- Provided more Council information in the newsletter
- Created an efficient process for preparing flyers
- Organized a community meeting to receive comments about a proposed Six Nations and Brantford Memorandum of Understanding; created minutes and made them available at the Administration building
- Added Council member biographies on www.sixnations.ca
- Launched Councils Events calendar on www.sixnations.ca

Looking ahead

- Playing a key role in creating a Communication Policy
- Creating a crisis management plan

- Incorporate new communication methods into department protocol (i.e. Facebook)
- Strengthen relationships with internal and external audiences
- Seek two-way communications efforts as much as possible

Education

Education Office: Marilyn Mt. Pleasant oversees the day-to-day operations of the Education Office to provide Administration/Financial services to our Secondary School students.

Key Activities & Accomplishments:

Six Nations Elected Council has established a Student Support Program Policy to distribute funds allocated by the Department of Indian and Northern Affairs Canada (now known as the Department of Aboriginal Affairs and Northern Development). This program is for all Six Nations members enrolled in a high school located in Brantford, Brant County, Haldimand County or Norfolk County and Hamilton.

The Student Financial Support program provided financial assistance for approximately 600+ secondary school students. These student support services include: attendance incentives, co-op support, attendance awards, high averages and additional support services. The benefit to students for participating in various school and extra-curricular activities is recognized and encouraged by the Student Support Program.

Capital funds for the elementary schools in the community are administered through the Education Office.

The Education Office planned, with the assistance of the Grand Erie District School Board counsellors, the High School Graduates and the High Average ceremony which was held in the fall. The event was hosted by Chief William Montour and Council.

The Education Office is working with community committees and agencies that provide assistance/services for our secondary students. They are as follows:

- Grand Erie District School Board High Schools
- Assumption College School
- Garlow Line Baptist Academy
- Kawenni:io/Gaweni:yo Private School
- Simcoe Composite School
- Waterford District High School
- GEDSB Native Educations Services – Native Counsellors/Native Advisor /Native Trustee
- C. Ruby Smith Sears Memorial Educational Scholarship Committee

- Harvey Longboat Scholarship Committee
- Homework Support Program

Looking Ahead:

- Provide financial assistance to more students
- Support completion of a new secondary school tuition agreement between the Grand Erie District School Board and the federal department of Aboriginal Affairs
- Encourage development of a first Tuition Agreement between Canada's Aboriginal Affairs Department and the Brant, Haldimand, Norfolk Catholic District School Board for secondary education
- Review all Six Nations education policies for elementary and secondary education
- Participate in the selection of a trustee for the Grand Erie District School Board for the next three-year term
- Participate in Native Advisory Committee meetings with the Grand Erie District School Board.

Schools served by Education Office (the first 9 schools are under the Grand Erie District School Board)

- Brantford Collegiate Institute & VS
- Cayuga Secondary School
- Grand Erie Learning Alternatives Brantford
- Grand Erie Learning Alternatives Ohsweken
- Hagersville Secondary School
- McKinnon Park Secondary School
- North Park Collegiate & VS
- Pauline Johnson Collegiate & VS
- Tollgate Technical Skills Centre
- Assumption College School
- Delhi District High School
- Garlow Line Academy
- Hamilton District Christian High School
- Hill Academy
- Hillfield Strathallan College
- Holy Trinity Catholic High School
- Johnsfield Baptist Academy
- Simcoe Composite School
- St. Joan of Arc Catholic High School
- St. John's College
- Waterford District High School

Records Management System

Goals/Objectives

To allow for complete and accurate information flow within the Six Nations Council organization
To allow for efficient and effective information management
To assist and guide proper policy and procedure for use and handling of Council information
To follow respective government legislation that is consistent with our needs of establishing an efficient and effective Records Management System

Basic Functions

To store records as inexpensively as possible

To store records in a manner that preserves and protects them

To store records in a manner that allows access to them when they are needed

Staffing: Records Manager
Records Clerk

Key Activities:

- *Laserfiche* data input
- Inactive record retrieval
- Inactive record destruction
- Inactive record transfers
- *Laserfiche* training
- Archival record (Minutes and agenda packages) transfers
- Retaining and storing archival records

Accomplishments:

- Archives Committee concept design for Library/Archives Complex
- *Laserfiche* training: Lands/Membership Secretary/Receptionist
Six Nations Council organization recording secretaries

Looking Ahead:

- More staff added as *Laserfiche* users
- Set policy for *Laserfiche* access
- Library/Archives Complex

Economic Development

Director: Matt Jamieson

The Economic Development Department has six employees in Administration/Finance; two employees in Tourism, two employees in Community Planning, two employees in Chiefswood Museum, 12 employees in Forestry/Central Maintenance and 75 employees in the Bingo Hall.

Six Nations Economic Development Administration

Mandate-

Economic Development Administration sources and assesses the viability of Business and Investment Opportunities for the Six Nations Community while at the same time provides leadership, management support, accounting and financial reporting for all Economic Development departments.

The Economic Development Division consists of six sub-departments which include: Bingo, Centralized Maintenance/Forestry, Tourism, Housing Authority, Community Planning and Chiefswood Museum.

Staffing-

Administration/ Financial Unit

- 1 Director
- 1 Administrator
- 1 Departmental Assistant
- 1 Finance Manager
- 1 AP Clerk
- 1 Collections Officer

2010/11 Achievements-

- Completed departmental restructuring
- Entered into economic opportunity talks with the Province of Ontario
- Secured a Broad Band internet service for the community
- Started community engagement process for development corporation
- Implemented a financial unit to manage all Economic Development finances

2011/12 Goals-

- Continue talks with Samsung
- Examine the potential to generate own source of revenue from the newly created centralized maintenance department
- Continue renovations on old bingo hall, convert and launch a new business enterprise
- Complete community engagement and potentially launch a Community Development Corporation
- Continue to pursue site servicing in anticipation of developing manufacturing opportunities at Oneida Business Park
- Launch Broadband Internet service for the benefit of the Six Nations community
- Consolidate all financial reporting of Economic Development departments

Tourism

Department Manager: Eydie Styres

Mandate-

To provide accurate information on the rich culture of the Haudenosaunee and to assist in the development and promotion of our cultural / historical sites, our facilities, organizations, events, attractions and services on Six Nations of the Grand River Territory.

Staffing –

1 Tourism Manager

1 Tourism Coordinator

2010/11 Achievements-

- Started advertising internationally
- Initiated Facebook and twitter sites
- Hosted a Customer Service workshop
- Produced 30 sec TV commercial spot on the New Tang Dynasty Network
- New Regional Tourism Organization #3 was initiated with new partners Hamilton, Burlington, Oakville, Halton Hills, Brantford &

- Mississauga's of the New Credit. Six Nations Tourism sits on the Board of Directors to ensure proper representation
- Six Nations Tourism co-hosted CANDO Conference which showcased local performers, caterers, artisans and venues.
 - Increased the tourism database which enabled staff to conduct target marketing and promotion of events and attractions

2011/12 Goals-

- Increase Bus Tours packages into the area.
- Increase the number of visitors by advertising in national publications
- Increase customer database and continue to refine target marketing strategies
- Continue with additional renovations of the Tourism building
- Implement Cultural Tourism Mapping project (subject to funding)
- Launched new website for Six Nations Tourism
- Examine cross promotional opportunities with existing and new business enterprises within the community

Community Planning

Community Planner: Amy Lickers

Mandate-

Develops, organizes and maintains a system of comprehensive community planning in keeping with Six Nations social, economic, health and cultural aspirations; recommend and develop plans for land use; and develop and maintain a current Six Nations Community Plan.

Staffing-

1 Community Planner

1 Community Garden and Market Coordinator (contract)

2010/11 Achievements-

- Community Plan finalized and accepted by Council.
- Partnered with GREAT to conduct the Public Transportation Study.
- Worked with the Children's Roundtable for Asset Mapping workshop.

- Worked with Lands and Resources on a number of projects including the “Sharing Our Lands” gathering and creating a strategic plan for implementing an effective community process for Consultation and Accommodation.
- Worked with Health Services on strategic planning.
- Worked with Skyworks Foundation on documentary “Home Safe Hamilton”.
- Launched the Good Food Box Program
- Started planning the Six Nations Community Garden Project.
- Started planning the Six Nations Farmers Market.
- Held monthly Looking Back workshops which tie traditional knowledge to current day gardening and healthy lifestyle practices.

2011/12 Goals-

- Align annual departmental strategic planning with Community Plan.
- Work with the Six Nations Language Commission on strategic plan for supporting languages in community.
- Act as a resource to Tewanнарoroks – We Gather Our Voices project to establish community direction for Economic Development.
- Assist in implementing Broadband within the community.
- Implement Six Nations Community Garden.
- Implement Six Nations Farmers Market.
- Work with community partners on food security at Six Nations.
- Secure funding to continue Garden, Market and Good Food Box Program.
- Complete Project Management training through Sheridan College

Chiefswood National Historic Site

Museum Curator: Karen Dearlove

Mandate-

Chiefswood National Historic Site operates, promotes and maintains the historic homestead of E. Pauline Johnson as an important representation of our unique culture and heritage.

Staffing-

1 Curator

1 Receptionist

2010/11 Achievements-

- Received a grant from Canadian Heritage to celebrate the 150th birthday of E. Pauline Johnson (March 10, 2011). This will be celebrated in conjunction with the 'At Husking Time' Women's Conference in September 2011.
- Received Trillium grant to restore exterior of the museum. Work will commence in the fall of 2011.
- Received a Museum and Technology grant to upgrade our technological infrastructure and procure collections management software.
- Developed on site education program.
- Partnered with the Brant Museum and Gallery Association in the "Who Knew?" marketing and promotional campaign.
- Developed social networking marketing campaign.
- Planned and implemented the fourth annual 'At Husking Time' Women's Conference in September 2010.
- The Museum continued to work with partners on the 1812 legacy projects.
- All Hallow's Eve tours (Oct. 22/23)
- Christmastide from November 6 - December 18th, 2010.
- Restoration work commenced on Museum's interior following sprinkler pipe incident from February 2011.

2011/12 Goals-

- Restoration work continuing on Museum's interior to be completed and opened to the public in September 2011.
- Restoration work funded by Trillium grant to restore exterior of Museum to commence fall 2011.
- Submitting Museum and Technology fund application to increase Museum's virtual and web-based presence and to increase connectivity and efficiency on site.
- Submitting Community Museum Operating Grant application to assist in daily operations of Museum.
- Hosting Fish Quill Poetry Tour performance at Museum in August 2011.
- Installing of new tri-lingual plaque from Parks Canada to commemorate Museum's National Historic Site designation in August 2011.
- Planning and implementing fifth 'At Husking Time' Women's Conference to be held in September 2011.
- Continuing to participate in Phase II of "Who Knew?" marketing and promotional campaign in partnership with Brant Museums and Galleries Association.
- Continuing to work with partners on the 1812 legacy projects.
- Developing further on site education programs for Museum.
- Renewing marketing, promotional and brand development campaigns.
- Working with partners to develop Cultural Experience tourism opportunities for Six Nations.

Forestry/Centralized Maintenance

Department Manager: C.W. Martin

Mandate-

To provide community service by preservation of the forests by way of assessments, planting and marking. To provide cost effective maintenance services to all properties held under Economic Development Division.

Staffing-

- 1 Forestry/Central Maintenance Manager
- 1 Operations Coordinator
- 1 Field Supervisor
- 2 Lead Hands
- 7 Field Staff

2010/11 Achievements-

- Secured additional Hydro One contracts
- Upgraded equipment due to additional staff
- Completed restructure of all centralized maintenance staff within the forestry department

2011/12 Goals-

Pursue Business case for a new vehicle for centralized maintenance

- Complete additional Hydro One contracts and secure additional Hydro One contracts as they become available
- Secure training for all staff in HVAC, plumbing, electrical and supervisory where appropriate
- Conduct Gypsy Moth inspection along with any other invasive species
- Continue providing cost effective maintenance procedures throughout all properties held under Economic Development
- Implement preventative maintenance procedures of all residential and commercial properties under Economic Development

Housing Authority

General Manager: Karen L Bomberry

Mandate-

To improve the living conditions of all members of the community by providing a means to access housing and housing related essentials, through various financing programs, rental accommodations and construction advisory services. To manage community held commercial properties by implementing industry best practice with a focus on optimizing profitability for the benefit of the entire community.

Staffing-

- 1 Housing Authority General Manager
- 1 Receptionist
- 1 Administration Assistant
- 1 Property Manager
- 1 Programs Administrator
- 1 Building Inspector Supervisor
- 2 Building Inspectors

2010/11 Achievements-

- Thirteen (13) new homes constructed (10 from Housing's new construction budget, 1 from the Special Provision budget and 2 purchases).
- Three (3) Renovation Loans processed
- Two (2) Fire Grants approved
- Sanitation Incentive Program (10 septic systems, 2 holding tanks, 2 drilled wells and 6 cisterns were installed)
- Residential Rehabilitation Assistance Program (16 homes were repaired, 7 of which were regular & disabled applicants. 5 applicants required additional dollars to complete the repairs and obtained loans from Housing's Supplemental RRAP Program)
- The new fifty (50) unit Elders' Apartment Building on Sunrise Court was completed in April 2010.
- Commercial Leasing administration amalgamated with SN Housing to create the SN Housing Authority

2010/11 Goals-

- New position of Building Superintendent for Elders Complex
- Implement additional security measures for Elders Complex
- Parking lot redesign at Elders Complex on Bicentennial
- Complete Housing Policy Review and implement changes
- Improve communication with the community by exploring a website
- Complete repairs at Eagle's Nest Business Complex
- Parking lot enhancements at Iroquois Village Centre
- Develop an action plan for vacant buildings in portfolio
- Maintain a percentage of vacancy rate

Bingo Hall

General Manager: *Lana Smith*

Mandate-

To provide an enjoyable and fun-filled entertainment experience for our patrons by delivering exciting programs, and excellent customer service in a comfortable atmosphere. To act as a tourism attractor, while generating employment and revenue to support community organizations and initiatives.

Staffing-

- 1 Bingo Hall General Manager
- 1 Scheduling and Purchasing Clerk
- 1 Recording Secretary
- 4 Operations Shift Manager
- 1 Program Manager
- 1 Building Operator
- 66 Contract Employees

2010/11 Achievements-

- Implemented several new promotions and an annual marketing calendar
- Increased advertising through various media with a focus on radio and print
- Electric Bingo handheld was launched

- Point of sale system implemented which includes a full accounting system, inventory control and customer database
- Staff have attended a customer service workshop
- Numerous building enhancements

2010/11 Goals-

- Rebrand Six Nations Bingo
- Pursue and launch a profitable bus program
- Improve exposure and awareness of Six Nations Bingo Hall at community events
- Targeted marketing spend in profitable markets
- Food and beverage procedural training for staff
- Optimize labour and hiring practices to improve the customer experience
- Additional customer service training
- Six Nations Bingo employs 75 people with an estimated annual payroll of \$1.3M; the Bingo Hall also distributes an estimated \$700,000 to the Gaming Commission for distribution to the Sponsor Program. The annual estimated economic benefit of the operation exceeds \$3.0M.

Oneida Business Park

Mandate-

To provide a commercial park upon which the Six Nations Community can invest and develop economic development initiatives. To act as an attractive location for foreign or domestic entities to establish joint ventures, business partnerships or leasing transactions with the Six Nations Grand River Territory.

2010/11 Achievements-

- Have secured interest from three (3) interested parties examining the building for large manufacturing operations
- Secured anchor office tenant at Oneida Business Park
- Renovated and upgraded fire suppression system
- Upgraded hydro service to ensure system stability

2010/11 Goals-

- Examine long term water supply solution(s) for the Business Park
- Enter into Long Term Lease for the large warehouse space
- Complete sprinkler system in warehouse space
- Achieve a 90% occupancy rate for the facility
- Develop a plan to operate the GRM building on a breakeven basis within 5 years

Six Nations Fire Department

Mandate

Effectively and efficiently provide fire and emergency services to the Six Nations of the Grand River community through mitigation, prevention, preparedness, response, and recovery using safe, recognized, measureable practices.

Ensure the safety of members of the department and the community during all operations, conducted in a professional manner.

Provide quality leadership and support continuous education.

Staffing

Full time – 3 personnel

Part time – 12 personnel

Volunteer – 9 officers, 43 firefighters

Key activities

The Fire Department provides services to Six Nations residents as outlined in the list below:

- fire safety inspections on a complaint/request basis
- fire prevention and public education programs as requested
- fire suppression and life rescue from structural fires
- response to and investigation of fire alarm activations
- fire suppression of non-structural fires (vehicles, grass/brush etc.)
- motor vehicle accident life rescue (extrication)
- life rescue from incidents or accidents in addition to fire (ice/water rescue at shore-based level)
- medical assistance calls in accordance with our tiered response agreement (first aid/CPR)
- basic response for the suppression or containment of hazardous materials at the “awareness level”
- response to and investigation of carbon monoxide detector activations

Accomplishments in past year

- Continued implementation of firefighter certification programs to meet both the NFPA 1001 and the Ontario Firefighter Standards. To date, we have achieved close to 50% of the department reaching the Ontario Firefighter Standards, and are waiting on documentation to finalize the application for the NFPA 1001 that is concurrent with the Ontario Firefighter Standard.

- Purchased a new rescue/pumper for \$424,600 from E-ONE.
- Began consultation on the feasibility of a new fire station headquarters.
- Restructured the department lines of authority
- Upgraded various officers through Dalhousie University – Certificate of Fire Services Leadership.
- Enhanced training for emergency response by conducting Pump Operations and Command and Control courses.

Goals for new fiscal

- Continue to offer the basic training and certification for all new firefighter personnel and any remaining firefighting personnel.
- Develop a plan for implementation and funding of additional positions that are needed within the department to achieve the Six Nations Council recommended level of service.
- Continue to develop existing firefighting personnel to certification levels of Firefighter II under the NFPA and component 2 and 3 of the Ontario Firefighter Standards.
- Begin planning for the purchase of additional units for the fleet; two new tankers that will assist in the water shuttle for large fires.
- Continue lobby efforts for the construction of a new fire department headquarters.
- Begin plan development for the purchase of a new 100' aerial platform truck.
- Maintenance of a comprehensive recruit program, which will hopefully yield a minimum of 10 new firefighters.

What's new

- New rescue/pumper
- New certification to meet standards
- New reporting structure
- Development of internal standards

Outcomes from workshops/conferences

- With the development of internal standardized requirements, the Fire Department is seeing a more consistent application of the fire fighting techniques that are used elsewhere. This is resulting in more efficient fire fighting, with the potential to see a lower dollar loss when fires do occur.

New Funding

- Additional funding was attained through...GREAT for training programs.

Funding reductions

- Lack of funding has been detrimental to the Fire Department for a number of years. There have not been specific funding cuts from the year prior. However with the lack of adequate funding, we continue to move forward with the operations of the department at a slower pace than anticipated.

Fire Department Data for Funding Proposal Use

Six Nations Fire Department responded to 698 calls for emergency assistance in 2010 where the calls were identified as:

- Fire/prefire conditions – 318 calls for emergency response, totalling in an estimated \$4,037,250 in fire loss. There were four fire-related injuries and one fire-related death that occurred. 12 structures were destroyed and 15 structures were damaged. 109 vehicle fires accumulated to an estimated fire loss of \$2,180,000 of fire loss.
- Medical assistance calls – are conducted to assist EMS with patient care or to augment patient care in the absence of an ambulance or delayed response by an ambulance. This consisted of 270 responses within the community.
- Motor vehicle accidents – response to these incidents are usually for assisting with patient care with EMS, protection of hazards such as fluid spills from the accident or to provide patient extrication. This accounted for 110 emergency responses within the community.



Health Services Administration 2010-11 Annual Summary

1. Administration/Health Consultation (FNIHB Consolidated Agreement)

MISSION – Six Nations Health Services/Department is dedicated to building a healthy O:gwewo:we community, where each individual is respected, valued and provided with continued excellence in health care.

Key Activities:

- monitor/evaluate current health services program delivery
- generate/circulate reports as per funding agreements
- complete accreditation processes for continuous quality improvement
- continue on with the community research programs
- design and develop, plan, implement new programs based on evidence of need
- continue with infrastructure development for health services programs eg: physical, human, financial
- continue with internal/external committee obligations to monitor political and bureaucratic changes, developments and activities pertaining to health both provincially and federally

2. Ambulance Services (MOHLTC-Emergency Services Provincial Agreement)

Target Group: non specific – emergencies

Stats: # Clients Served 2,189 emergency calls
(Includes multiple patient incidents)
Appointments: n/a _____

Key Activities

- Continues to provide 24 hour emergency health services to the Six Nations according to the Standards of Practice identified by the Ambulance Act of Ontario
- Continue with program development, recruitment/retention planning, infrastructure development in conjunction with the funders
- Advanced Care Paramedic Service implemented on October 15, 2009
- All Full Time Primary Care Paramedics have been certified in Intravenous Therapy with three full-time and two part-time paramedics enrolled in an Advanced Care Paramedic Program
- Took delivery of a new transport unit in November 2010

3. Birthing Centre - Maternal Child; (MOH<C Funding Agreement with AHWS)

Target Group: Aboriginal Childbearing Women and Families across SW Ontario
Stats: # Clients Served 162
Appointments: 2,193

Key Activities:

- Maternal & Child Services include midwifery services, prenatal classes, women in all her seasons, mom programs, moms & tots, community prevention/promotion culture based information sessions.
- Midwifery Training
- Mental Health Demonstration Project Retreat – Post Partum Depression

Degowadihya (FASD) Program: (MCYS Provincial Agreement)

Target Group: Aboriginal women, children and families across SW Ontario

Stats: # Clients Served 51
Appointments: 52

Maternal and Child Health: (FNIH Upstream Investments)

Target Group: Aboriginal Children 0 -6 years with Special Needs
Stats: # Clients Served 34
Appointments: 89

4. Brighter Futures (Child & Family Services) (FNIHB Consolidated Agreement)

Healthy Lifestyles: (Health Services) **Target Group:** Community Members ages 0-99
Stats: # Clients Served 1,500
Appointments: N/A

Key Activities

- The Brighter Futures mandate is to provide services such as Mental Health, Healthy Babies, substance abuse and injury prevention. Child and Family Services manages these programs excluding health activities which is managed by Health Services Healthy Lifestyles Coordinator. These services include holistic activity programming to promote healthy lifestyles and prevent chronic diseases, providing presentations, canning and cooking workshops, and injury prevention in-school programming.

5. Clinic Nurses (FNIHB Consolidated Agreement)

1. Sexual Health Nurse: **Target Group:** 0-99
Stats: # Clients Served 2,087
Appointments: 103

2. Clinic Nurse: **Target Group:** 0-99

Stats:	# Clients Served	<u>5,116</u>
	# Appointments:	<u>5,076</u>

Key Activities:

- The clinical nurses carry out prevention/promotion activities, treatment, monitoring, case management activities in three areas: i.e. schools, Gane Yohs Health Clinic and Public Health Office.

6. Community Health Clerks (FNIHB Consolidated Agreement)

Target Group: **0-99**

Stats:	# Clients Served	<u>10,051</u>
	# Appointments:	<u>8,496</u>

Key Activities:

- The Community Health Clerks provide administrative and office support at the Gane Yohs Primary Care clinic, Public Health, and Medical Transportation program. The Health Information System Data Entry Clerk provides immunization/demographic/chronic disease data to the First Nations & Inuit Health Branch Information system set up at Regional Office in Ottawa.
- The Medical Transportation Clerk provides transportation services to the Six Nations Community for primary health care services on and off the reserve.

7. Dental Services (FNIHB Consolidated Agreement)

Target Group: **School aged children and regular adult patients 2010/2011**

Stats:	# Clients Served	<u>3579 children</u>
	# Appointments:	<u>6227 both children & adults & emergency patients</u>

Expected clients to be seen for 2011/2012: 6300 including children , adults & emergency

Key Activities:

- Six Nations Dental Services provides prevention/promotion, treatment, monitoring services to the school children and a limited adult population of the Six Nations Community.

8. Early Childhood Development (FNIHB Consolidated Agreement)

Target Group: **0-18**

Stats:	# Clients Served	<u>1281</u>
	# of other Community Members Served	<u>1846</u>
	# Appointments:	<u>892</u>

Key Activities:

- This program provides outreach/health promotion/prevention/intervention services to the people of our community members suffering from the impacts of Fetal Alcohol Syndrome Disorder and promotes healthy

child growth and development for children 0-6 and their families. This program is work closely with children and youth providers from the community of Six Nations such as Healthy Babies/Healthy Children, Therapy Services and Child and Family Services.

9. Family Health Team (MOHLTC Provincial Agreement)

Target Group: Community Members

Stats: # Clients Served 1568
Appointments: 4859

Key Activities:

- This program provides primary health care services to the Six Nations Community with key components or CDM (Chronic Disease Management), Health Promotion Programs, Comprehensive care, and specialty programs.

10. Healthy Babies/Healthy Children (Aboriginal Healing and Wellness Strategy (AHWS) Provincial Agreement)

Target Group: Prenatal/Post Partum Women & Children 0-6 yrs

Stats: # Clients Served 1780
Appointments: 600 home visits

Key Activities:

- This program provides prevention/promotion/intervention services to families in need of various specific support services to promote holistic family care.

11. Health Promotion & Nutrition Services (FNIH Consolidated Agreement)

Canada Prenatal Nutrition Program: **Target Group:** Pre/Post Natal women and Babies

Stats: # Clients Served: 12 – position vacant for 7 mths
Appointments: 55

Aboriginal Diabetes Initiative: **Target Group:** Community Members With diabetes or risk of

Stats: # Clients Served: 6882
Appointments: N/A

Diabetes Education Program: **Target Group:** Community Members With diabetes or risk of

Stats: # Clients Served: 360
Appointments: 1461

Key Activities:

- Nutrition Services will continue to provide prevention/promotion/intervention and follow-up activities for all ages in the community. This team will continue to implement the Aboriginal Diabetes Initiative, Canada Prenatal Nutrition Program, School Nutrition Program and Healthy Communities Fund.
- Child and Youth Workers have partnered with Six Nations Police, Child and Family Services and Six Nations Parks and Recreation to organize and promote activities for Six Nations youth.
- Decreasing the rate of diabetes and other chronic diseases through programming including cooking classes, exercise programming, one-on-one nutrition and diabetes counseling, group sessions on weight management and diabetes management, child and youth activity programs.
- Promoting healthy lifestyle practices
- Screening for early diabetes detection
- Offers culturally appropriate programs and services to assist in management/combating of diabetes

12. Iroquois Lodge

(MOHLTC Provincial Agreement)

Target Group: Community Elderly

Stats: # Clients Served 50 beds

Appointments: _____

Key Activities:

- provides Residential Long Term Care lodging for the elderly Six Nations Community
- working on compliance issues in all areas with MOH new legislation in effect since July 2010
- continue to work on recruitment and retention strategy for registered nursing staff
- working on building upgrades renovation completed funded by CMHC & Equipment Upgrades by Community trust funding
- 22 admissions, 17 discharges, At 48 % capacity

13. Long Term Care/Home and Community Care (FNIH Contribution Agreement)

The Long Term Care/Home and Community Care program provides services that are intended to keep community members at home and be cared for to their maximum ability.

1. Professional Services: **Target Group:** All Community Members

Stats: # Clients Served 578

Appointments: 922

2. Supportive Housing: **Target Group:** Acquired Brain Injury

Stats: # Clients Served 56

Appointments: 90 % capacity

3. Adult Day Care: **Target Group:** Senior and Handicapped

Stats: # Clients Served 48

Appointments: daily, weekly and biweekly attendance

a) Community Support and Personal Support Services

(MOHLTC Provincial Agreement & INAC)

1. Community Support Services:	Target Group:	<u>Seniors, disabled & eligible band members</u>
	Stats: # Clients Served	<u>255</u>
	# Appointments:	<u>19,968</u>

Key Activities:

- To provide a variety of services to seniors, disabled persons and community members with limited services to those less than 65 years of age.
- To assist the frail and elderly persons still living in their homes.
- The services offered are Meals on Wheels, Transportation, Home Maintenance & Repairs, Home Management, Friendly Visiting, Security Checks and Diners Club/Silver Fox Club.
- To provide social events e.g. Strawberry Social, Fish Fry and Wild Game Dinner.

2. Personal Support Services:	Target Group:	<u>all band members</u>
	Stats: # Clients Served	<u>133</u>
	# Appointments:	<u>39,676 hours of service</u>

Key Activities:

- To provide services based on individual needs per the Case Manager's nursing assessment.
- The services provided are Personal Care, Meal Preparation, Ambulation, Exercise, Respite Care, Home Management, Personal Business, Child Care and Advocacy.

b) Therapy Services (Internal collaboration between LTC/HCC, Mental Health, Children's Health)

1. Speech Services:	Target Group:	<u>Six Nations Band Members of all ages</u>
	Stats: # Clients Served	<u>80 active clients per month</u>
	# Appointments:	<u>2100 visits per year</u>

2. Occupational Therapy Services:	Target Group:	<u>Six Nations Band Members – Children 0-6 years, EIP Program Mental Health, LTC/HCC Clients</u>
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Stats: # Clients Served	<u>160 clients on caseload</u>
# Appointments:	<u>600 visits per year</u>

3. Physiotherapy Services:	Target Group:	<u>Six Nations Band Members of all ages</u>
	Stats: # Clients Served	<u>60 active clients per month</u>
	# Appointments:	<u>2500 visits per year</u>

Key Activities:

- Three Regulated Health Professionals and their five assistants provide prevention, identification, assessment and rehabilitative/supportive interventions in clinic and in home to community members through the Therapy Services Unit.

- Therapy Services is involved in community partnerships to provide effective and efficient client services. We maintain involvement in community events to educate and support the community, and support the Six Nations Special Needs Support Group. Therapy Services has established speech services now being offered in the school setting.
- We provided clinical placements for McGill University (Master's Level Speech-Language Pathology) and Mohawk College (Autism and Behavioural Intervention) and Everest College (Physiotherapy Assistant) students as part of their training.
- In order to fully meet the needs of the demand for services, we are consistently searching for additional funding. Through partnerships with Six Nations Police and Welfare we were able to secure grant funding for two additional staff for part of the fiscal year. Increased base funding would greatly enhance our programs.

14. Medical Transportation

(FNIHB Consolidated Agreement)

Target Group: Community Members

Stats: # Clients Served 1030
Appointments 3957

Key Activities:

- The Medical Transportation program coordinates transportation for Six Nations Band Members living on reserve to their medically required health appointments that are covered under the Ontario Health Insurance Policy (OHIP) or the Non-Insured Health Benefits (NIHB).
- The office also coordinates rides for Six Nations Band Members living off reserve, New Credit Band Members and other First Nation band members living on the Six Nations Reserve with prior approval from First Nations Inuit health (FNIH).

15. Mental Health Services

(FNIHB Consolidated Agreement)

Building Healthy Communities

Target Group: Services are provided across the life cycle for Six Nations members experiencing a mental illness.

Stats: # Clients Served 158
Appointments: 2,011

1. Early Intervention in Psychosis
2. Intensive Case Management
3. Release from Custody
4. Urgent Case Management
5. Supportive Housing

(MOHLTC Provincial Agreement)

Target Group: Services are provided primarily to Six Nations adults in need of more intense support for their mental illness.

Stats: # Clients Served 65
Appointments: 1,394

Key Activities:

- Mental Health will continue to provide services such as mental health education, psychiatric assessment, medication information, supportive housing and referral for counseling services

16. New Directions**(FNIH Consolidated Agreement)****New Directions****Alcohol/Drug, Gambling, Youth: Target Group: Adult and Youth and Children****Stats: # Clients Served 233****Community Health Representatives: Target Group: Six Nations Community****Stats: 289 # Clients Served hospital patients****# Appointments: 219****Animal Control (Band Support Fund): Target Group: Six Nations Community****Stats: # Community Complaints 440****# of Stray/Dogs/Cats: 364****Key Activities:**

- New Directions provide prevention/promotion, counseling, case management, 24 hour crisis services for all ages, and specific community youth services Saturdays year round.
- The Community Health Representative program provides environmental prevention/control/safety, hospital advocacy, health/safety and water testing
- Supervised under the New Directions Group Program
- Animal Control services will continue to provide dog control, kennel care, rabies clinic, registration services re: animal control by-law, supervised by New Directions Group

17. School Nurses**(FNIHB Consolidated Agreement)****Target Group: In Elementary Schools - students****Stats: # Clients Served 1,627****# Appointments: as needed, avg 2/day/school****Key Activities**

- The school nurses carry out prevention/promotion activities, treatment, monitoring, case management activities in the Six Nations Elementary schools.

18. Share-Ap Research Program**(MOU Agreement with McMaster University)****Target Group: Community Members****Stats: # Clients Served 162****# Appointments: 124****Key Activities:**

- The SHARE-AP team will continue research activities on providing evidence based data for use in identifying community health status. These studies help provide evidence for needs based services. To date studies are showing that diabetes is a huge problem for our people.
- All community research to be undertaken will be approved by the Six Nations Ethics Committee and Six Nations Council prior to implementation.

Lands & Membership

67 Bicentennial Trail
Ohsweken ON
519-445-4613

Manager: Janice G. Burning

Lands Program

- Assists with lands transfers
- Approves surveys
- Records mortgages
- Sale agreements
- Registered documents in Indian Lands Registry

Membership Program

- Reports life events; this includes births, deaths, marriages and divorces
- Band transfers:
 - internal transfers
 - from other First Nations
- Issuance of Status Cards
- Provide Blood Quantum letters

Service/Programs

Lands Program

Staffing: Manager and GIS Lands Technician

Funding: Formula based funding through the Reserve Lands and Environment Management Program

Membership Program

Program: registered members as of December 31 of each year

Staffing: Vital Statistic Officer, Membership Data Entry Clerk, Archival Research Officer, Membership Researcher

Funding: \$7.00 per capita and \$15.00 per event

Accomplishments

- Manager completed second year of education requirements for the new Reserve Lands and Environment Management (RLEMP) Program funding
- Secured funding for the Environmental Management Office
- Indian and Northern Affairs Canada assisted with funding for estate surveys
- Completed outstanding surveys from 2005 and new Certificates of Possession were issued

New Funding

- Entering into the implementation phase of RLEMP after the Manager's completion of education requirements

New Goals

- Hire a GIS Database technician to assist in getting the Six Nations data base up to date; to provide more efficient service for our community
- Look for additional funding to assist with long standing estates
- Hire an Archival Research Officer on a one-year contract
- Purchase additional software equipment to assist with GIS
- Survey properties which are not in possession of band members

Six Nations Lands and Resources Department

Mandate:

- To investigate and report breaches of the Crown's fiduciary obligation to manage Six Nations' lands and resources.
- To provide effective communication and education within the Grand River Watershed and beyond to learn about our community.

Staffing:

- Director
- Land Research Unit: (1) – Supervisor; (2) – Research Analyst; (2) – Trust Fund Analyst; (2) – Land Sales Analyst; (1) – Research Clerk; (1) – Secretary/Receptionist
- Land Use Unit/Wildlife Unit: (1) – Consultation Point Person; (1) – Wildlife Manager; (1) – Wildlife Assistant

Key Activities/Accomplishments/Goals:

Land Research Unit:

The major activity that the Land Research Unit has been working on is to continue to assist Blake, Cassels & Graydon, LLP, in processing thousands of documents to pursue the reinstated 1995 Court Case against Crowns, Canada and Ontario. One of the major accomplishments achieved by this Unit is scanning and transcribing an extensive collection of documentation to assist in the Court Case. The goals for this coming year is to continue transcribing information, continuing with public education activities, and continue to catalogue thousands of documents.

Our Supplementary Affidavit of Documents has now been served upon Canada and Ontario as of July, 2011 and we are now awaiting the Crown's response by way of Affidavits of Documents. Once all Affidavit of Documents are filed, oral examinations of the persons who attested to the Affidavits may occur.

Land Use Unit/Wildlife Unit:

- promoting reforestation with an annual tree give-away for schools and communities.
- offering the community the opportunity to ask questions at various venues such as the fall fair and community awareness week.
- increasing awareness regarding reptiles and other animals using live specimens when available.
- speaking at schools about rabies prevention, environmental issues, history of the watershed, and many other subjects.
- providing firearms safety and wildlife identification programs for school and the public.

- contributing to many publications, authoring and co-authoring articles and studies.
- encouraging the protection of endangered and threatened species.
- working with many surrounding universities and colleges both as part of committees and as a guest lecturer.
- providing a cold storage facility for seedling storage and tree planting programs.
- acting as a resource information centre for hunters and trappers.
- providing both federal and provincial firearms safety, training, and exams.
- maintaining communications with provincial, federal, and local agencies, such as Grand River Conservation Authority (GRCA), Ministry of Natural Resources (MNR), Ministry of the Environment (MOE), and Environment Canada.
- coordinating visits from programs such as Great Lakes Raptor Conservancy and Scienstational Snakes to Six Nations schools.
- providing information through print, television, and radio interviews.
- monitoring all projects that may impact the environment of the watershed.
- monitoring the Environmental Bill of Rights Registry, which allows citizens to comment when a Ministry proposes a new Act, regulation, or policy, or approves an instrument that may significantly affect the environment.
- monitoring the federal environmental website.
- monitoring the Grand River Notification Agreement (GRNA), which provides a model for improved communication and information exchange, providing a basis for a better relationship between municipal agencies and First Nations.
- met with the Ministry of Transportation Ontario concerning several projects taking place outside and within the Haldimand Tract including various highways, Fairway Bridge Extension, the Brantford to Cambridge Transportation Corridor, GTA West and the Niagara to GTA study corridors.
- continued to participate in provincial environmental assessment process to obligate Ontario to adopt stronger environmental measures and accommodate Six Nations environmental issues and concerns (e.g. Green Belt, Places to Grow, Provincial Policy Statement Review).
- worked on developing joint technical working groups with the County of Brant, City of Brantford, Haldimand County, Norfolk County, Region of Waterloo and the City of Hamilton.
- participated in the Grand River Water Forum – annually.
- participating on the Lake Erie Source Water Protection Plan Committee – ongoing
- participate in A.D. Latornell Symposium – annually.
- continue to support and participate in various committees and working groups to protect, manage, enhance and restore the Grand River for future generations.
- Six Nations of the Grand River Wildlife/Land Use Unit Workplan.
- developed the *Six Nations Consultation and Accommodation Policy* and all related documents to assert Six Nations rights and interests.
- initiate Peer Reviews where deemed necessary .
- continuous updates to Full Council on issues of various projects and developments .
- hosted the third archaeological training program and actively monitor archaeological activities within the Grand River Territory.

- hosted a two-day conference titled “Sharing our Lands” held at the travel midpoint of twenty-one First Nations to discuss over-lapping traditional territories.

2011 Six Nations Council AGM – Six Nations Parks & Recreation

Director: Cheryl M. Henhawk

Mission Statement:

To promote leisure services to the community of the Six Nations of the Grand River, through positive activities, innovative resources, safe facilities and creative partnerships, thereby enhancing the quality of life at Six Nations.

Services and Staffing

Service/Program	Employees	Total Combined Budget
Administration of Office & Facility Schedules	-Joanne Lickers, Administration Team Leader	
Admission, Concession and Marketing	-Pixie Hill, Admission/Concession/Marketing Team Leader Supervises 12 to 15 Part-time Employees	
Financial Control	-Cindy Skye, Finance Team Leader	
Maintenance of All Facilities	-Vince Lickers, Maintenance Team Leader Supervises 5 Full-time & 4 Part-time Employees	
Programming of Activities and Special Events for Community	-Cindy Thomas, Programming Team Leader Supervises 1 Part-time Employee and Summer Student Employees	
Chiefswood Park	-Chiefswood Park Attendant, Seasonal Part-time Position	

Key Activities

A) Operates and manages the following community recreation facilities:

1. Gaylord Powless Arena
2. Chiefswood Tent and Trailer Park
3. Six Nations Community Hall
4. Six Nations Softball Diamonds (2)
5. Six Nations Horse Barn
6. Six Nations Sports Fields & Track – Expected to be Operational in Sept. 2011
7. Six Nations Sports and Cultural Memorial Centre Grounds (also known as the Fairgrounds)

Key Activities (continued)

B) Plans and coordinates the following community events and activities:

- Easter Egg Hunt – Saturday on Easter Weekend
- Bread & Cheese Parade, Sports Events & Carnival – Victoria Day Holiday
- Tom Longboat Run (partner with S.N. Health Services) – June 4
- March Break Arts & Crafts Program
- Summer Sports Camp
- Basketball programs for Ages 5 to 13
- Sports Programs e.g. Badminton, Basketball, Public Skating, Soccer, T-Ball & Volleyball
- Coordinates Seniors to attend District & Ontario Senior Games
- Coaching Clinics
- After School Programs - Let's Be Active; Girls Night Out
- Tournaments – Badminton, 3 on 3 Basketball

Department Accomplishments in 2010

- Gaylord Powless Arena – Installation of a Low Emissivity Ceiling
- Commenced construction of Sports Fields behind Six Nations Community Hall
- Tom Longboat Run held on 1st Annual Tom Longboat Day
- Active Grand Project – Ontario Trillium Foundation Approves Application
- Six Nations Community Development Trust approves Grants for scoreboards & seating, lighting and synthetic running track to be added to Sports Fields' Venue

Department Goals for 2011-12 Fiscal Year

- ❖ Complete Minor Capital Project Started within the 2008-09 Fiscal Year; Upgrade Water Service Infrastructure Piping for Campsites at Chiefswood Park.
- ❖ Complete Construction of Sports Fields on grounds of the Six Nations Sports and Cultural Memorial Centre. Track expected to be operational in September 2011. Sports Fields in October 2011. Project Value is \$2,363,928
- ❖ Active Grand Project is in operation for Six Nations, Brantford & County of Brant
- ❖ Host Applied Suicide Intervention Training (ASIST) Workshops for Staff
- ❖ Increase Revenue Sources
- ❖ Gaylord Powless Arena – Have Ice in the Rink for 12 Months of the Year?
- ❖ Facility Scheduling Program
- ❖ Coca-Cola – Renewal of Agreement

Prepared by: Cheryl M. Henhawk, Director
DATE: August 4, 2011

PUBLIC WORKS

ANNUAL GENERAL REPORT – 2011

Department: PUBLIC WORKS DEPARTMENT

Mandate: To develop and establish policy regarding services and safety of the Community through the various departments of Public Works on behalf of the Six Nations Elected Council.

Director: Vacant

ADMINISTRATION DEPARTMENT

Service Area: Administration Department (6 full time & 1 part time staff)

Manager: Laurie Johns, Public Works Financial Officer

Mandate: -To ensure the financial accountability of the overall Public Works Department, adhere to Six Nations Public Works policies and procedures in the delivery of service to Six Nations Community.
-Accounts Receivable, Accounts Payable, Administration

OVERVIEW:

The Director of Public Works oversees the day-to-day operations of the Administration Department with the assistance of the Financial Officer and other administrative staff. The Administration Department is responsible for the following objectives:

1. To provide the clerical, financial and administration support to the Public Works Department and to the general public information requested.

The Public Works Department consists of the following Departments:

1. Administration
2. Roads
3. School Maintenance
4. Water/Sewer
5. Environment
6. Landfill
7. Mechanic – Discontinued at this time
8. Technical Services

KEY ACTIVITIES AND ACCOMPLISHMENTS:

Operation and Maintenance Activities including the following:

- all correspondence to Buildings and Infrastructure Committee, Director
- responding to public concerns
- typing memos, minutes and letters as required and maintains files, records and maps
- preparing all water/sewer/septic invoices
- preparing of monthly, quarterly and year end final reports and work plans
- quarterly updates to the Buildings and Infrastructure Committee
- attend Six Nations Council meetings as required
- maintain financial accountability of Public Works Department
- annually revise Six Nations Public Works departmental policies and Terms of Reference to streamline and enhance delivery of services to the public.
- Truck fill keys are still being issued at a refundable fee of \$50.00. This service has increased considerably from last year. In so doing, Public Works can service more of the community.

Major Challenges and Opportunities:

The lack of funding is an ongoing issue for a department that deals with the Health and Safety for community members on a daily basis.

ROADS DEPARTMENT

Service Area: Roads Department (6 full time staff)

Manager: Kevin Sault, Roads Foreman

Mandate: To provide and promote the means for safe, comfortable and convenient vehicular movement and circulation systems for the people of Six Nations, within designated rights-of-way.

- Roads and Bridges operation and maintenance

OVERVIEW:

The Roads Foreman oversees the day-to-day operations of the Roads Department with the assistance of the employees. The Roads Department is responsible for the following objectives:

1. To construct/maintain necessary roads, bridges, streets to ensure adequate vehicle access to places of residence employment, etc., for the Six Nations people.
2. To improve the structural adequacy of roads, bridges, streets for safe vehicular movement.

KEY ACTIVITIES AND ACCOMPLISHMENTS:

Operation and Maintenance Activities including the following:

- sanding/salting
- cleaning bridges
- cold patching
- grading gravel roads
- guide rail maintenance
- blue flag locate numbers
- dust control
- gravelling
- road allowance grass cutting
- culvert cleaning
- street sweeping
- safety sign devices
- street/stop lights
- line painting
- tree trimming

Minor Capital Projects:

Shoulder Maintenance on various road sections

Minor Ditching Cleaning in Roads:

- Road 211
- Road 157
- Area of Fourth Line & Cayuga
- Area of Tuscarora & Fourth Line
- East end of Village

Minor Road Repairs and Replace Cross Road Culvert:

- Road 275
- Road 255
- Road 164

Roads scheduled for Rap with resurface treat seal for the current year 2011/2012:

- Road 222
- Road 145
- Road 146
- Road 157

Other Operation and Maintenance activities completed as required:

- Cold Patching
- Grass Cutting
- Tree Trimming
- Shoulder Repairs

Major Challenges and Opportunities:

A complete road failure has occurred at 6th Line and Seneca Road and there is potential for a complete failure to occur on Road 151 along the river. These areas have been identified and need immediate attention/action. Both roads may require land purchases. Sixth Line/Seneca Road location definitely requires a land purchase for a solution to the impassable road issue. Both conditions require funding as an emergency issue and have not been identified in the yearly budget line items. These two road issues, the bridge conditions (three bridges require

immediate replacement) as well as roads and more importantly government drainage issues, all require immediate attention.

-Continually seeking additional funding for future road projects; no funding to address drainage concerns throughout the entire territory

-Conditions of the roads continue to deteriorate due to inadequate funding and poor drainage issues now affecting the roads

-Continual surface treatment or asphalt treatment

-Acquiring funding for bridge replacements; three bridges require immediate replacement and numerous repairs to other bridges.

-Lack of funding for additional manpower/positions

LOOKING AHEAD:

- Various bridge repairs and replacements
- Repair road sections
- Surfacing treating remaining gravel road sections
- Ditching of all entrances leading into the village
- Repair cross road culverts at various locations
- Acquire additional funding to address the areas of roadway that have failed due to the river bank failure
- Continue with updating training certificates

Long-Term Projects:

- Request funding to address drainage problems throughout the territory
- Request funding for continual asphalt resurfacing of various roads

WATER/SEWER DEPARTMENT

Service Area: Water/Sewer Department (5 full time staff & 2 contract staff)

Manager: Steve Lickers, Water Plant Operator

Mandate: To provide adequate potable water to meet the needs of residents of the Village of Ohsweken and all served by the system, both for consumption and fire protection.

- Operation and maintenance of Water Treatment Plant and Sewer Lines
- To provide a safe collection and disposal system for the residents of the Village of Ohsweken.
- Operation of the Septic service and pumping stations
- To provide safe disposal of septic sludge for stand-alone septic beds.

OVERVIEW:

The Water Plant Operator oversees the day-to-day operations of the Water/Sewer Department with the assistance of the Assistant Water Plant Operators and Sanitation Truck Drivers. The Water/Sewer Department is responsible for the following objectives:

1. To provide adequate potable water to meet the needs of residents of the village of Ohsweken and all served by the system, both for consumption and fire protection.
2. To provide a safe collection and disposal system for the residents of the Village of Ohsweken.
3. To provide safe disposal of septic sludge for stand alone septic beds.
4. To maintain and care for the lagoon system.

KEY ACTIVITIES AND ACCOMPLISHMENTS:

Operation and Maintenance Activities including the following:

- daily biological water testing (regulation requires 2 x per week)
- daily water plant monitoring – inspection and adjustments to treatment system
- daily pump out of private septic/holding tanks
- daily customer requests
- weekly inspection and maintenance of 7 sewer pumping stations
- weekly inspection and maintenance of lagoons
- weekly inspection and maintenance of water tower
- monthly cleaning of 7 pumping stations
- monthly cleaning of water treatment plant filter and mono plants and drinking water surveillance samples for Ontario Ministry of the Environment
- monthly cleaning of septic truck (tank, etc.)
- monthly flush of watermain dead ends
- semi-annually flush hydrants and distribution system
- any repairs to ultra violet unit
- as requested, repairs to remotes and meters
- annually flush and clean water tower
- annually safety the vehicles
- annually paint water treatment plant and walls and hydrants
- as required maintenance repairs to water meter and remotes

Minor Capital Projects Completed:

Low Lift Stations:

- Cleaned screens
- Chamber cleaned
- Replace hinges on lids
- Paint panel - bollards

Lagoons:

- Major brush removal
- Fencing repairs
- Micro nutrient investigation to enhance treatment
- Fill old muskrat holes

Pumping Stations:

- Replace piping at main pump station
- Replace guide brackets
- Major brush removal
- Pump rebuild pump station Bicentennial Trial

Training:

- Ontario Water Operation Training Centre
- Level three and four certification Operator Training
- Watermain swabbing
- Flushing Techniques
- Distribution Breaks Repairs

Sewer Mains:

- Jetted and flushed all sewer mains
- Manhole repairs – parging – resetting

Stoneridge Peatland:

- Major brush removal
- Rseed of bacteria population in septic trucks
- Micro nutrient investigation to enhance treatment

Water Tower:

- Drained, clean and inspected
- Report completed on various upgrades
- Need funding approved

Special/Emergency Projects:

- The Actiflow System, which was installed and has been in operation since last fall, has increased the water volume of the current plant significantly at this time.
- The new plant which is in the construction phase will ensure a supply of water to service the future needs for Six Nations.
- The water main portion of the new plant project is done. The pile project (new main and raw force main) is complete. The water intake is in progress. The plant design is almost complete. The low lift station is following suit.

Major Challenges and Opportunities:

The major challenges this year will be to maintain water volumes due to high volume usage. With the changes in Minor Capital funding the challenge will be to keep up with the on-going major repairs that will be required for the capital assets. Assessing major capital dollars for large projects, ie: sanitary sewer upgrades, etc.

The ongoing challenges have been maintaining water breaks, constant monitoring of water quality, which can change daily because of temperature, and the huge deposits of rainfall impacting the river conditions.

Significant changes in raw water quality due to landslide, erosion of river banks upstream of plant intake.

LOOKING AHEAD:

- Start up new Water Treatment Plant
- Replace various shut off valves
- Sewer relining, subject to funding
- Sewer system upgrade, subject to funding
- Replace aging watermain, subject to funding
- Booster Stations, subject to funding
- Swabbing of water mains
- Jetting of various sewer lines
- Decommissioning of existing water treatment plant
- Transfer Actiflow unit from the old plant to the new plant once the new plant is operational.

SCHOOL MAINTENANCE DEPARTMENT

Service Area: School Maintenance Department (10 full time & 7 part time staff)

Manager: Ken Loft, School Maintenance Supervisor

Mandate: To operate and maintain all schools in an optimum condition such that the environment therein is healthy, safe and conducive to learning

OVERVIEW:

The School Maintenance Supervisor oversees the day-to-day operations of the School Maintenance Department with the assistance of the Assistant Supervisor, Maintenance Man and Caretakers. The School Maintenance Department is responsible for the following objectives:

1. To maintain a supply of potable water at all schools on the reserve
2. To ensure washrooms are functioning and in a state of cleanliness at all schools on the reserve
3. To maintain the cleanliness of windows, hallways and classrooms at all schools on the reserve
4. To maintain all school facilities on the reserve in such a manner that they are kept in a safe condition

KEY ACTIVITIES AND ACCOMPLISHMENTS:

Operation and Maintenance Activities including the following:

- daily cleaning of schools (classrooms, hallways)
- snow clearing
- garbage removal
- as required maintenance request from school staff
- upkeep of cleaning equipment and supplies
- daily monitoring of automated computer control for school

- daily water sampling
- as required maintenance to HVAC, water softener and R.O. system
- monthly school JOSH inspections
- annual roof inspection of I.L. Thomas, O.M. Smith and E. C. General Schools
- implementation of inventory control logs
- updated snow removal equipment
- upgrade to Siemens system used to optimize efficiency of HVAC equipment
- started replacement of heat pump units due to age; life expectancy of a unit is 10-15 years and the school units are 15-20 years old
- A continuous effort to maintain safe, clean and efficiently functioning schools has always been the focus of the school maintenance division of Public Works
- Roof at J.C. Hill School has consumed a considerable amount of time and effort
 - Lack of technical support
 - Funding requests have been denied
 - Anticipating funding approval for the summer of 2011

Major Challenges and Opportunities:

The major challenges this year is staffing

- 2 full-time positions vacated
- More situations of full-time employees off for extended amounts of time due to injury or sickness
- Increase costs of utilities
- Introduction of more electronic equipment has caused energy consumption to increase
- Lack of budget increases to compensate always creates a challenge
- Vandalism has increased this and adds a strain to allotted budget for maintenance

The biggest challenge for this is regarding budgets. The time and effort put into quoting and assessing maintenance projects that would be considered asset protection as well as extend life of current buildings are being denied on a regular basis.

LOOKING AHEAD:

- Maintain existing buildings to provide a safe and clean location for staff and students
- Provide immediate service to any situation that may arise
- Maintain HVAC, plumbing and electrical in optimum performance to be cost effective
- Provide the best the department can within budget guidelines. This has become increasingly difficult due to increases beyond our control, ie: hydro, natural gas, implementation of more electronics to classrooms, lack of green initiative taken by education personnel

LANDFILL DEPARTMENT

Service Area: Landfill Department (2 full time staff)

Manager: Kevin Sault, Roads Foreman

Mandate: To provide an efficient and effective system for controlling, directing and handling of waste material on Six Nations Reserve.

OVERVIEW:

The Roads Foreman oversees the day-to-day operations of the Landfill Department with the assistance of the Landfill Site Operator and Landfill Site Guard. The Landfill Department is responsible for the following objectives:

1. To control the disposal of waste material on the reserve
2. To operate and maintain an acceptable standard of waste disposal on the reserve
3. To ensure maximum safety, efficiency and economy in managing disposal waste on this reserve
4. To encourage efficient and environmentally safe waste management practices on the reserve

KEY ACTIVITIES AND ACCOMPLISHMENTS:

Operation and Maintenance Activities including the following:

- daily monitoring, recording all who enter landfill
- daily computing of debris in pit
- ensure proper separation of material at pit
- removal of metal
- arrange removal of recyclable material as required
- hold annual Household Hazardous Waste event in the fall

Minor Capital Projects:

Operation and Maintenance activities completed as required:

- Every day operation and maintenance
- Annual Household Hazardous Waste Event. There was also a clean up and disposal of the stock piled materials at the recycling compound.
- The trench method of landfilling has been abandoned and the area method has been implemented.

Major Challenges and Opportunities:

Control litter picking by some Six Nations Residents.

The TOPS solid waste facility is not up and running. This is causing major concerns for the disposal and coverage of existing garbage.

In addition, the 2010 Slippage funds initiated the purchase of new garbage/recycling truck that was delivered to Public Works in November 2010. This will open the door to provide Six Nations residents with a service they can purchase for garbage pickup as well as recycling pickup. It will also require the need to bring on an extra two employees to service this area.

LOOKING AHEAD:

- Household Hazardous Waste Event (annual)
- Implement garbage and recycling pick up service that will be fund by Six Nations residents.

TECHNICAL SERVICES DEPARTMENT

Service Area: Technical Services Department (1 full time & 1 vacant)

Manager: Vacant

Mandate: To ensure projects are carried out in a fair, technically sound, safe and cost effective manner; and work with other Six Nations Council Departments to maintain and improve Council's infrastructure and facilities.

- Surveying

OVERVIEW:

To provide Technical Advisory Services to the management, construction, development, acquisition, operation & maintenance of capital programs and assets to Six Nations.

KEY ACTIVITIES AND ACCOMPLISHMENTS:

Operation and Maintenance Activities including the following:

- 2011/2012 Asset Conditioning Reporting System (ACRS)
- Thermal Treatment Plant Project
- New Water Treatment Plant Project
- Numerous smaller Capital Projects

Major Challenges and Opportunities:

Since the purpose of the department is to assist Chief, Council and all Departments of Council with technical needs, there are various requests that emerge and require attention on a daily basis. A minor challenge for Technical Services is in responding to requests while managing various key projects within the same time frame as most construction, roadwork and remedial projects are performed when weather is permitting. First Nations Engineering has been hired for Technical Services Advisory on a short term service for fee contract in the absence of a Technical Services Manager and Project Officer(s).

Technical Services is liaison to Six Nations Council, outside and local construction, consulting, engineering and architectural firms.

On-going training and the upgrading of computer equipment and software is required to ensure an acceptable level of service.

LOOKING AHEAD:

Hire a full time Technical Services Manager. A more economical solution would be to maintain two Project Officers and consult an engineer on an as needed basis only.

ENVIRONMENT OFFICE

Service Area: Environment Department (1 full time staff)
Manager: Clynt King, Environmental Officer
Mandate: To protect, conserve, restore, and increase awareness of the environment on the Six Nations of the Grand River territory.

OVERVIEW:

The Environmental Manager oversees the day-to-day operations of the Environment Office. The mandate will be fulfilled by addressing the current environmental concerns identified in the Environmental Management Action Plan.

KEY ACTIVITIES AND ACCOMPLISHMENTS:

Operation and Maintenance Activities include the following:

- Consultants were hired to conduct Part 2 of Groundwater Study at Landfill Site
- Technical support provided to the Six Nations Eco-Centre with a Water Research Project associated with the Source Water Protection Plan. This is a multi-year collaborative project with the University of Waterloo, Brock University, Oneida of the Thames and New Credit. The main purpose of this research work is to support the continued development of our Community-Based Source Water Protection Plan, and better identify the threats to our water
- LIDAR images of the entire Six Nations area were acquired in the spring of 2010 and delivered in September 2010. Completed self-training on specialized program to utilize the LIDAR dataset. The main purpose of the LIDAR dataset is to produce high resolution (0.5 meter contour intervals) Digital Elevation Model to address surface drainage concerns
- Ground Penetrating Radar surveys on various properties. The GPR surveys for cemeteries are backlogged due to lack of time and staff. The GPR surveys can detect underground 'anomalies' down to a depth of eight feet. The main purpose of the GPR is to detect unmarked grave sites and buried utilities
- The environment office also provides the following services on a regular basis:
 - Response to spills
 - Response to pollution complaints
 - Provide technical comments and advice at various meetings
 - Prepare various GIS maps

Major Challenges and Opportunities:

The Environment Office is understaffed. In order to provide better environmental services, two field technicians and one office support person should be hired as soon as possible.

Accomplishments:

- Groundwater Study at Landfill Site completed on time and on budget. A funding request to implement recommendations has been sent to Aboriginal Affairs Canada.
- Preliminary results of Water Research Project provide insight into challenges of providing safe drinking water to community.
- Utilization of LIDAR dataset has assisted Public Works in addressing some flooding incidents.
- Two partial GPR surveys were completed at cemeteries. More community members are interested in having the GPR work completed in their cemeteries. This technology has proven to be a valuable asset for the community.
- Regular environmental services are provided in a timely and efficient manner.

LOOKING AHEAD:

- Acquire funding to hiring full time staff to assist the Environmental Manager.
- Secure funding to implement recommendations in the latest Landfill Site Groundwater Study.
- Secure funding to monitor and address on and off-reserve threats to drinking water.
- Increase use of LIDAR dataset with new aerial photos, to produce 3D models of Six Nations.
- Complete 2 or 3 GPR surveys at cemeteries and other sites.
- Continue to provide regular environmental services in a timely and efficient manner.

Social Services – Annual Report 2011

Mandate

The Six Nations of the Grand River Social Service Support Program is obligated and dedicated to serving our Nation by providing such assistance as the community deems appropriate in a non-adversarial, co-operative manner which draws upon, supports and strengthens the family-based obligations of caring, sharing, mutual respect, healing and harmony, that are rooted in and inseparable from our culture.

Social Services Administration

STAFFING

Director, Executive Administrator, 1 Financial Control Officer, 2 Finance Assistants, 1 Receptionist, 1 Full-time Maintenance Person, 1 Part-time Maintenance Person

KEY ACTIVITIES

- Day to day operations of the programs within the Social Services Department
- Local and regional communication with Senior level government and Community Services providers
- Participation on the regional Social Services Coordination Unit with the Political Territorial Organizations Social Services Directors
- The Administration Unit oversees the staffing process for the Social Services
- Technical support to Six Nations Council
- Joint partnership on activities with other departments and service providers
- Dialogue with funding agencies for reports, new programs.

ACCOMPLISHMENTS

- Creating partnerships with local agencies with Student Success as the framework
- Restructure Social Services finance
- Developing communication with the Ministry of Education regarding Child Care and Full Day Learning
- Advocacy for the Native Corrections Workers
- Developing Aboriginal Alternate Dispute Resolution for Child Welfare and additional funding for Crisis Services and training.

GOALS FOR 2011/12

- Establishing a full day learning plan with Aboriginal And Northern Affairs Canada and the Ministry of Education
- Establishing and promoting the Alternative Dispute Resolution model for Six Nations
- Capacity building for Six Nations to assume the Child Welfare Protection Services – Stage A
- Additional resources for Correctional Services
- Advocacy for Child Welfare Prevention Services and the Multi-Service Agency.

Child Care Services – 21 Bicentennial Trail

Staffing - 15 Registered Early Childhood Educators (ECE)

2 Teacher Assistants

2 ECE apprentices

4 support staff -

STATISTICS

-88 children enrolled

Child Care Waitlist (for both sites)

Infants (under 18 months) 55

Toddlers (18-30 months) 35

Preschool age (31 months and over) 28

Total 118

Both Sites

161 families were provided with child care

223 children

Private Home Day Care

8 school-aged children

16 infants

109 toddlers

289 preschoolers

Workshops and training

- All staff members have food handling certificates.
- Early Learning curriculum training
- Workshops on Making Our Centre a Healthy Place to Work
- Supervisor completed a Mentoring Pairs for supervisors program funded by Early Childhood Development Centre

Goals for 2011/12

- Implement the SEEDS of Empathy program for preschool
- Obtain funding for the playground that is in need of repairs

STONERIDGE CHILDREN'S CENTRE

STAFFING

- 11 Registered Early Childhood Educators, Resource Teachers, Receptionist/Clerk, Teachers Assistant, Cultural Language Instructor, Maintenance, Housekeeper, Cook, Kitchen Helper and ECE Apprentice.

KEY ACTIVITIES

- Involved in Mentoring Pairs (Supervisor linkages)

- Meet monthly with Southwest Region Childcare Supervisors Progressive Early Learning Aboriginal Centres of Excellence (PEACE).
- Parents and children of the child care centre are maintaining fund raising events to offset costs that allow extra circular activities. The community continues to be very supportive.

ACCOMPLISHMENTS IN PAST YEAR

- Implementing the Early Learning Every Child Today (ELECT) Framework that further enhances daily programming and the parents taking an active role
- Professional Development through funding grants on child development, ELECT Learning Framework

GOALS FOR NEW FISCAL 2011/2012

- Continue with the Early Learning Framework (development, creating and implementing learning environment based on child's individual needs and milestones)
- Staff: maintaining the College of Early Childhood Educators Code of Ethics and Standard of Practise.
- Second PEACE Gathering with South western region First Nations Child Care Centres to be held in Niagara Falls in November 2012

SIX NATIONS CHILD CARE RESOURCE CENTRE

STAFFING

CHILD CARE RESOURCE CENTRE

Resource coordinator, 3 qualified Early Childhood Educators with one being Cultural Language Instructor

KEY ACTIVITIES

- Provide a drop in program that supports caregivers and families.
- The primary focus is for children 0-6 years of age.
- The program also provides: Preschool/toddler programs, weekly breakfast/supper program, monthly Dad's/Mom program, weekly sister/teen Circle, cultural language program, socials and trips throughout the year.

ACCOMPLISHMENTS IN PAST YEAR

- Sister Circle has such a high demand that a second group has been added to the Monday evening program that offers 2 different programs with a group of 12 to 16 ladies.
- Teens Program has increased its number to 12 young ladies that attend regularly which has increased by 8 young ladies.
- Wednesday Story time has been added to promote literacy and promote child development and milestones through story

GOALS FOR NEW FISCAL 2011/20012

- Provide a pre-teen group in the same framework as the teen group

- Maintain the relationship with Iroquois Lodge with programs that support our elders and provide comfort to community projects
- Continue with Boys Club with 2 age groups 7-9 and 10-12
- Preparing proposal for funding from Early Learning Child Care, Early Childhood Development and National Child Care Benefit to offset cost to operating various programs
- Continuing the Cultural /Language Program
- Implementing quarterly socials
- Implementing the HIPPY program which provides a home visit to participating families with activities of child development and parent implementation

PRIVATE HOME DAY CARE (PHDC)

STAFFING

Part time Private Home Day Care Visitor

KEY ACTIVITIES

- Private Home Day Care Visitor is currently maintaining 6 homes for 25 children and 22 families.
- Plans and implements monthly meeting and newsletter for the providers
- Quality program that promotes art activities, finger plays and age appropriate toys and equipment.
- Parents and providers are actively participating in Six Nations Bingo Fundraising along with various fundraising activities that will allow them to have monthly extra circular activities.
- Recruiting new providers which is challenging due to limited subsidy and the cost to the provider to maintain their home as a quality program.

ACCOMPLISHMENTS IN PAST YEAR

- The program has been successful in hiring a qualified Early Childhood Educator as the Home Visitor on a part time basis
- The PHDC Visitor monitors homes and completes monthly inspections on each
- Developed a good working relationship with the providers
- Successful in renewing Operating license.

GOALS FOR NEW FISCAL 2011/20012

- Recruiting 5 additional homes to address child care waiting list
- Advocate for increase subsidy for additional spaces and increase payments to the Providers
- PHDC Visitor is 17 hours per week and requires the Home providers to be self motivated to provide a quality program, lessen the demands on the Home Visitor for after work support

Six Nations of the Grand River Child and Family Services

Administration Unit

Overview

The overall purpose of the Child and Family programs is to provide services that assist our community members to overcome difficulties they are experiencing in their daily lives. At the same time the program is looking at the prevention of future problems while avoiding dependency on the program.

Goals/Objectives of the Program

Administration Unit- The goal of the administrative unit to ensure that the services that are provided to the community are provided in a manner that is fully consistent with our mission statement. That is to ensure that services are provided in a consistent, confidential manner that is fully accountable to the community.

Key Activities Key Accomplishments for 2010-2011

- Manager participates on the Children's Services Committee in Brant to ensure clients have access to services that are not available in the community and to ensure that this department is kept up to date on Ministry of Children and Youth new initiatives
- Additional funding for Crisis services was annualized by the Ministry of Children and Youth Services.
- Child and Family Services staff and some community members were trained in Applied Suicide Intervention Strategy Training (A.S.I.S.T.) and Safetalk. Six staff members became trainers and will continue to provide this training into the New Year.

Looking Ahead

- Continue to develop our relationship with the Children's Aid Society and also look at enhancing Six Nations child welfare services. Social Services will continue to search for funding and also advocate to the provincial and federal governments for Band Representative Program funding.
- Continue to advocate for additional funding for the children's mental health and prevention programs. Social Services had to adjust spending in the new fiscal due to the fact that there was not a significant increase in participants for a number of years.
- Explore different ways to enhance services through the development of services and provision of training.

SERVICE COORDINATION/BAND REPRESENTATIVE UNIT:

- The objective of the Service Coordination/Band Representative Unit is to ensure that client services are based upon the need of the client; that services are provided in a consistent fully coordinated fashion and to ensure that the client is fully aware of all services that are available to them. This unit also shares the dual role of being the Band Representative. This role requires that Social Services must be involved and must represent the Band's interest in all Child protection matters in court.

SERVICE COORDINATION

The Service Coordination Unit is the unit in which people would have the first initial contact with for counselling services. The unit assists community members with identifying goals and gathers information – this is also called Intake.

Individuals may directly contact the Service Coordination Unit (Intake). The Unit accepts walk-ins and telephone calls as well as referrals. Currently there is no waiting list. If you would like to access counselling services please call 519-445-0230.

ACCOMPLISHMENTS IN PAST YEAR

- 205 new intakes were completed.
- 194 followed through with accessing services.
- Forty-seven (47) for supportive counselling
- Forty (40) children were identified as having disruptive behaviours.
- Seven (7) were identified as having parent/child conflict.
- Twenty-four (24) self-identified requiring parenting skills.
- Twenty-two (22) were dealing with separation issues.
- Seventeen (17) required coping skills.
- Two (2) people identified as having suicide ideation were under the age of 13.
- Service Coordination staff participated in two (2) Open Houses for the local Elementary school
- Presentation was also provided to the Social Service Worker Program at Six Nations Polytechnic. (The Service Coordination Unit also accepts student placements.)
- The Unit Supervisor actively participates in the Agency's TERT (Tragic Events Response Team). This included three (3) debriefings for fire department, One (1) for ambulance, and two (2) elementary schools. Follow up meetings were also provided for the schools.
- The Unit Supervisor and Supervisor for Family Support Unit are in the process of establishing a protocol with Grand Erie District School board to work collaboratively on future tragic events on and off reserve.

BAND REPRESENTATIVE:

In accordance with the Child and Family Services Act, the Band Representatives are recognized by the Courts. If a person or family is involved with a Child Protective Service (CAS) and would like to have a Band Representative to attend meetings or home visits, they can call 519-445-0230. A Band Representative is someone who is a neutral party who can advocate for the best interests of the children (non-custody). Six Nations Band Reps are not lawyers; however they can help people understand court documents. Please also note that the Band does not represent the parents. The Band represents their interest in the children as they have a right to their culture, heritage, and their community. Band Reps do not get involved in custody disputes.

ACCOMPLISHMENTS IN PAST YEAR

- 131 **new cases** involving court for the fiscal year of 2010/2011.
- Two (2) were not eligible and six (6) have denied Band involvement.

- As of March 31, 2011 we have a total of 517 children **involved** with a Children's Aid Society in Ontario.
- forty-nine (49) of the children are out of province.
- Community members are requesting Band involvement on their own prior to any court involvement. This approach appears to be effective as most times clients feel less threatened with Band involvement and are more willing to follow through with the recommendations that CAS has recommended. The vast majority of the cases are a result of a caregiver with a problem (ie substance abuse); failure to protect children adequately, from neglect, domestic violence and transiency. **Parents are no longer given the opportunity to deny Band Involvement. This will help to ensure that Social Services can track Six Nations children so they do not become lost.**
- Tragically Band Reps are seeing a significant increase in babies being apprehended at birth due to their mother's drug addictions. Thus, babies are also born addicted to the drugs their mother was consuming while in gestation. Babies then have to stay in hospital for extended periods of time to deal with their withdrawals. It is not known what the long term affects will be for these babies although keep in mind that they were born addicted and will likely be prone to addictions when they become teenagers and experiment with drugs or alcohol.
- Cases are becoming more complex and the Band Reps have had to utilize the services of a lawyer. Staff education is a minimum of a two-year college diploma and they are not trained lawyers. However, Reps are expected to complete, file and serve court documents the same as a lawyer.
- Only three community members attended a community presentation on Band Reps.
- A cultural awareness workshop in March 2011 for in-care children ages 9. Fourteen people participated. This workshop will continue to be held in the upcoming years.
- All Unit Staff continuously ensure they are aware of training in all areas such as: trauma counselling, crisis counselling, cultural awareness, and mental health issues.

Looking Ahead

- Will provide community presentations on the roles of Service Coordination and Band Representative Roles upon request
- Will plan to implement another cultural awareness workshop for Six Nations children who are involved with child welfare agencies.
- Attend additional training on mental health issues to enhance the role as Service Coordinators.
- To continue to assist in TERT team debriefings as well as community Emergency Plan Measures.
- To continue to provide intake and referral services for clients looking for counselling services.
- To continue to assist with agency training for ASIST suicide trainings for the community.
- To attend 4th Annual Uniting our Voices Aboriginal Band Representative training in May 2011.
- To continue to perform Band Representative duties for Six Nations children who become involved with child welfare agencies.

- To continue to enhance our cultural knowledge through training and workshops provided in the community.

Message to the community:

If you become aware of someone who is abusing substances while they are pregnant, try your best to get them help. Get family members involved to try to persuade the pregnant person to stop abusing drugs. Let's give our babies a healthy start to life without the risk of addictions. Encourage them to seek help for their addictions as soon as possible.

You can also report the abusing pregnant mother to Children's Aid Society. They can work with the mother to obtain services to help reduce the risk of an addicted baby. If the baby is born addicted, they suffer withdrawals and may need to be on high pain medications to help them recover. No baby should have to begin life with the painful recovery of addictions. If babies are born addicted you can guarantee that the Children's Aid Society's will apprehend the baby at birth. The parents and families will have to struggle to have their baby returned and also deal with the long terms affects of an addictions.

It takes a whole community to raise a child. Please do your part.

FAMILY SUPPORT UNIT – 2010-2011

To provide individual, couple, family, group therapeutic counselling, and support services to children and their families by:

- By assisting the individuals through therapeutic counselling, guidance and/or support to heal and strengthen individuals to meet their goals.
- By providing family counselling that reinforces and strengthens the family roles, responsibilities and relationships with each other to meet their goals.

Staffing: One (1) Supervisor
 One (1) Secretary
 One (1) Teacher/Homemaker
 Four (4) Family Support Workers

Statistics: 2010-2011

Individual clients served **134**
 Family Counselling served: **1**
 Couple Counselling served: **1**

Accomplishments 2010-2011:

- Nobody's Perfect Parenting Program – 17 clients attended this parenting program on an individual basis.
- Parenting Through the Years Program from April 2010 to March 2011; three individuals attended the program on an individual basis, to deal with teenagers.
- Four Parenting Workshops were held; 3 or 4 participants at each workshop.

- Grandparents Parenting Grandchildren group; six grandmothers and one grandfather participated.
- Communication Skills group for parents and children there were six parents and eight children.
- Communications for Adults Presentation; five participants attended
- Tragic Events Response Team (T.E.R.T.) debriefing; nine participants attended.
- Tragic Events Response Team (T.E.R.T.) support debriefing; two participants attended.
- Tragic Events Response Team (T.E.R.T.) debriefing; 34 participants attended.
- Tragic Events Response Team (T.E.R.T.) follow-up on-site support debriefing; 25 in attendance.
- Tragic Events Response Team (T.E.R.T.) follow-up on-site support debriefing; 22 in attendance.
- Tragic Events Response Team (T.E.R.T.) support debriefing session for one participant.
- Working Together Symposium Booth in Brantford with the Ontario Early Years Centre and various agencies in Brantford; this was a Community workshop.
- Family Baking Event; no one attended.
- Children's No:ia Festival. This was a community event.
- Participate/Facilitate with the Teen Mom's Program; three participants in attendance.
- Community Awareness Week. Annual community event.
- Participate in Mental Health Week Activities. Annual community event.
- Try Hugs not Drugs activities. Annual Community Event.
- Healthy Babies Healthy Children booth. Annual community event.
- Tragic Events Response Team (T.E.R.T.); 15 participants attended.
- A TERT Committee has been established. Six Nations Police, Mental Health, Ganohkwa Sra and School personnel are members of this committee that meets once a month.
- Emergency Response – Power Outage; one family participated.

Goals for 2011-2012

- To provide Individual, Couple, Family and Group Counselling and Support.
- Nobody's Perfect Parenting Program.
- Sewing Workshop for community members.
- Participate/Facilitate with the Teen Mom's Program.
- Anti-bullying presentations.
- Peer Pressure/Bullying Presentation for grades 4-8.
- ASIST Training.
- SafeTalk Training.
- Working Together Symposium Booth in Brantford with the Ontario Early Years Centre and various agencies in Brantford.
- Parenting program for Foster Parents.
- Community Awareness Week. Annual community event.
- Participate in Mental Health Week Activities. Annual community event.
- Try Hugs Not Drugs activities. Annual community event.
- Stress Management presentation.
- Walking Hand-n-Hand group.

- Healthy Babies Healthy Children booth. This is a community event.
- Tragic Events Response Team. Debriefings and Support.
- Assist with the Six Nations Emergency Plan: Social Services.
-

PRIMARY PREVENTION SERVICES

Staffing –

Primary Prevention Services Supervisor
 Resource Worker
 Primary Prevention Services Worker
 2 Primary Prevention Workers
 3 Day Camp Leader
 Secretary
 NCB Co-ordinator
 4 NCB workers

Key activities

Day Camp – 181 participants over 7 weeks
 Fair Booth – Numbers cannot be determined
 Try Hugs Not Drugs Event Booth – Numbers cannot be determined
 Afterschool – 116
 Monthly Youth Program – 144
 Community Presentations – 5
 Baby Sitting – 26
 Family Fun Night 286
 Youth Drop In – 184
 Earth Day – 15
 Mother’s Day - 2
 Father’s Day – 10
 Community Awareness – 107
 Mental Health Event – 272
 March Break Program – 16
 NCB PD Days – 48
 Honouring Grandparents – 8
 Christmas Craft – 1
 Coat drive – 75
 Traditional Hunting – 15
 Traditional Baking – 8

Stats: 1377 community members

Accomplishments 2011/12

In the past year, Primary Prevention accomplished all of the above mentioned as well as Bullying curriculums in the Jamieson School at their request. The NCB program also able to add to the programs as mentioned above.

Goals for new fiscal 2011/12

- To run two after-school programs and help with the Arts Afterschool Program co-ordinated by a community group.
- Monthly Youth Programs
- Day Camp
- Earth Day
- Father's Day
- Mother's Day
- Workshops
- March Break
- Baby Sitting at the Primary Prevention location only
- Family Fun Nights
- Community Awareness
- Fair Booth
- Try Hugs Not Drugs Booth
- NCB programming if funding is approved

Resource Development:

- Advertising
- Shopping
- Volunteers
- Meetings
- Child care
- Transportation
- Resource Library
- Agency Promotion

SIX NATIONS CHILD & FAMILY SERVICES, MOBILE CRISIS SERVICES

Staffing

- 3 Part-time staff members who are on call evenings and weekends secondary coverage provided by Six Nations Child & Family Services, Six Nations Mental Health, Early Childhood Development Program and New Directions Group

Key Activities:

The main focus for the Mobile Services is to provide children and families with immediate crisis response services in their school, home and community.

- telephone response/assistance
- workers can go directly to community members

- workers are able to provide services while community members are waiting for ongoing services
- provide education/awareness on any questions or topics
- provide individual or family counselling and support in time of need
- Services are provided in a holistic, culturally appropriate manner
- available 24 hours a day and 7 days a week
- All calls are strictly confidential
- Local number is 519-445-2204 or toll free 1-866-445-2204
- A majority of calls are from Six Nations residences. Four calls came in from other communities: 1 from Brant County/Brantford area, 1 from New Credit, 1 from out of province and 2 from Haldimand-Norfolk
- The age ranges from 14 years old to 70 years; they presented issues, activities of daily living, financial, legal, problems with relationships, specific symptom of serious mental illness, threat to others/attempted suicide, educational, housing, occupation/employment/vocational, physical/sexual abuse, problems with substance abuse/addictions. Other issues such as animal issues and lonesomeness have also been identified

Accomplishments 2010/11

- 84 crisis calls

Professional Development

- CPR/First Aid Certified
- Workplace Violence
- Lateral Violence
- Applied Suicide Intervention Skills Training (ASIST)
- SAFETalk
- Trauma Counselling

Upcoming training

- Grief Recovery and other training as identified by community need.

Goals for 2011-2012

- To provide SAFETalk and ASIST training to all interested community members
- To provide the above training free of charge to our members

CLINICAL SERVICES UNIT

The Unit is staffed with trained professionals who provide Psychosocial Assessments, Behaviour Consultant Services, 0-6 Intensive Services and Therapeutic Interventions that assist clients in addressing mental health issues, behavioural issues and/or social issues and systemic breakdown.

Services and Responsibilities

- Assessment and service planning in relation to treatment goals

- Individual/family/sibling/couples Counseling
- Facilitate therapeutic groups (ie. Social skills, anger management)
- Presentations on psychosocial or mental health issues as required

Looking Ahead:

- Clinical Services Unit staff will be continuing our training in Cognitive Behavioural Therapy (CBT) with the goal for the four Clinical Services Workers becoming fully certified in CBT.
- The Unit will soon include a staff that will be doing Psychometric testing all year round to meet the needs of our community.

Behaviour Consultant Services

- This service was established to address the need for intervention regarding challenging behaviours displayed by clients ages 2 – 18 years of age.
- Provides strategies to manage and address challenging behaviours in the classroom and/or home

Looking Ahead:

- The Behaviour Consultant will be preparing for and writing his Behaviour Analysis Certification exam this fiscal to become a Certified Associate Behaviour Analyst.

0-6 Early Intervention Intensive Services

- Enhances parental and family functioning, builds on existing skills
- Decreases risks of developmental delays
- Prevention of family breakdowns
- Network to support other community services

Looking Ahead:

- A trained facilitator of the Roots of Empathy Program will work in the elementary school system. This program is an evidence-based program providing social and emotional programming which results in greater emotional understanding, an increase in pro-social behaviour, and a decrease in incidence of bullying and aggression. This fiscal will see the 0-6 Intensive Worker in a grade 1 classroom.

	Number of Activities	Participants
Children's Mental Health Week	1	272
Community Awareness	1	107
Anti-Bullying	3	71
Peer Pressure	6	120
Anxiety	2	20
Building Communications to Effectively Communicate with Your Teen	1	3
Medications for Mental Health	1	5

Mental Illness Awareness	1	Not Available
Information Booth - Six Nations Fall Fair	1	Not Available
Mental Health Brighter Futures - Contacts with Parents		675
Support to Parents		81
Brighter Futures - Counselling Sessions		691
Brighter Futures Clients Served		94
Behaviour Consultant - Contact with Parents		45
Behaviour Consultant - Clients Served		21
0 - 6 Intensive Worker - Clients Served		15
0 - 6 Roots of Empathy Program - Clients Served		15

SIX NATIONS GRAND RIVER CORRECTIONAL SERVICES

Staffing: Seven full time staff consisting of:

- (1) Supervisor
- (1) Secretary
- (3) Native Corrections Officers
- (1) Native Youth Corrections Officer
- (1) Native Youth Reintegration Worker

Overview:

The **Native Adult Supervision Program** provides probation and provincial parole monitoring and supervision of Native adult Clients, both male and female, living on Six Nations of the Grand River Territory, Mississaugas of the New Credit First Nation, the City of Brantford and surrounding areas.

The **Native Adult Community Service Order Program** provides monitoring of Native adult Clients, male and female, living at Six Nations, New Credit, Brantford and surrounding areas, who have been sentenced to complete community service hours by the provincial courts.

The **Native Youth Supervision Program** provides probation monitoring and supervision for Native youth Clients, both male and female age 16 & 17, living on Six Nations of the Grand River Territory, Mississauga's of the New Credit First Nation, the City of Brantford and surrounding areas.

The **Native Youth Community Service Order Program** provides monitoring of Native youth Clients, male and female, age 16 & 17, living at Six Nations, New Credit, Brantford and surrounding areas, who have been sentenced to complete community service hours by the provincial court.

The **Native Youth Re-Integration Program** provides community-based, culturally relevant programming and services for Native youth Clients, male and female, between the ages of 16-17 years who are currently serving provincial court ordered supervision within Six Nations, and New Credit territory.

The **Native Youth Extra Judicial Measures Program** provides community-based, culturally relevant, meaningful programming and services for Native youth Clients, male and female, between the ages of 12-17 years and their families. This service focuses on Native youth and their families living within Six Nations and New Credit territory who are at risk of conflicts with the law. Primary source of Client referrals are the various police services in southern Ontario.

Statistics:

Adult Probation/Parole Clients	307	Clients per month on average
Adult CSO Clients	33	New Community Service Order Intakes for the year
Youth Probation Clients	30	Youth Clients per month on average
Youth CSO/PSO Clients	7	Youth Clients for the year
Youth Reintegration Clients	19	Youth Clients for the year
Youth EJM Clients	7	Youth Clients for the year

Accomplishments, Activities, Changes:

Adult Program:

- Key meetings with Regional Director and Area Manager of the Ministry of Community Safety and Correctional Services to negotiate for increased funding (salary increases, new NCO position, central administration fee, incidental costs), OTIS connectivity, and addressing workload issues.
- Secured two funding increases for 2010-11 for Adult Native Supervision Program (\$12,400; \$32,000)
- Secured small funding increase for 2010-11 for Adult Community Supervision Order Program.
- Addressed the high workload issues for NCO's by negotiating a Client number and report writing cap per NCO.
- Provided office space for Therapist Audrey Green-Summers of Healing Nations Counselling to work directly with our adult Clients.
- Meetings with Ganohkwa'sra to discuss more focused programming, Intake procedures, attendance reporting for offenders charged with Domestic Violence. Worked out an agreement with Ganohkwa'sra for these and required to attend Domestic Violence Counseling/Programming at Ganohkwa'sra.

- Supervisor attended “Justice and Community Collaboration in Domestic Violence Threat Assessment and Risk Management” conference. Emphasis on more collaborative approaches regarding Domestic Violence Offender monitoring and Victim safety.
- Supervisor attended “Aboriginal Criminal Justice Post Gladue” conference. Emphasis on over representation of Native people in the Justice system and jails and how the Gladue Decision process can help initiate positive changes in the justice system from bail court to sentencing outcomes.
- NCO’s attended various training events focused on Clients who have issues involving substance abuse, sex offences and cultural issues.
- Staffing issues have continued to be an issue during 2010-11 as two NCO’s were off on LTD and STD. Experienced contract staff needed to be hired as temporary replacements.

Youth Program:

- Key meetings with Youth Justice Services Program Supervisor to negotiate for increased funding (central administration fee and other incidental costs).
- Secured funding increase for 2011-12 for Youth Budget in the amount of \$38,350 from the Ministry of Child and Youth Services-Youth Justice Services for central administration fee, rent short fall, secretary/supervisor costs.
- RAD Program for Youth Clients developed by Healing Nations Counseling and implemented during winter and spring of 2010-11.
- Provided office space for Therapist Audrey Green-Summers of Healing Nations Counselling to work directly with our youth Clients.
- Supervisor, Youth Probation Officer and Youth Reintegration Worker attended Ontario Chiefs of Police Conference on Youth. A number of workshops explored relevant issues facing youth and the law. Also, what types of programming are effective with youth and First Nations Youth.
- Youth Reintegration Worker attended: Motivational Interviewing Workshop; Aboriginal Health Forum/Conference; Ontario Chiefs of Police Conference on Youth; Committee of Youth Officers Conference; Life Skills Coach Phase 2 Training; Strengths Based Strategies for Youth Justice Professionals Workshop.

Goals for 2011-12

Adult Program:

- Continue to negotiate for increased funding for wages, new NCO position, central administration fee and incidental costs.
- Continue to negotiate for full OTIS connectivity.
- Continue to monitor and address workload issues with MCSCS.
- Continue to provide office space for Healing Nations Counselling to work directly with our adult Clients.
- Continue to collaborate with Ganohkwa’sra Family Assault Support Services regarding services for our Clients and victims of our Clients.
- Ensure staff attends all mandatory MCSCS training.
- Provide opportunities for staff to attend other training to enhance their job skills and knowledge.

Youth Program:

- Continue to negotiate for increased funding for full youth corrections services department housed in a separate facility with a separate Supervisor and Secretary to support current youth programming, Youth Probation Officer and Youth Re-integration Worker.
- Continue working with Healing Nations Counselling to develop and implement a program(s) for our youth Clients.
- Continue to provide office space for Healing Nations Counselling to work directly with our youth Clients.
- Continue to collaborate with Healing Nations Counselling to develop and implement a program(s) for youth Clients.
- Continue to promote Extra Judicial Measures Program to surrounding police services.
- Ensure staff attends all mandatory MCYS-YJS training.
- Provide opportunities for staff to attend other training to enhance their job skills and knowledge.

Welfare Department

Mission Statement

The Six Welfare Department will provide community residents with financial, emotional and spiritual supports to foster an environment which promotes respect, self sufficiency and individual values.

Overview

The Welfare Director, Mrs. Sharon Martin, oversees the day-to-day operations of the Department. There are 16 full-time employees and two contract positions. The Department is responsible for providing financial assistance and employment assistance to individuals who qualify under the Ontario Works Act and Regulations and reside in the Territory. Welfare also oversees the Senior Relief Fund for Seniors 55+ who qualify.

Key Activities

Statistics for the Welfare Department

In 2011-2012 the total departmental expenditure for the **1st Quarter** is \$1,113,532.

In 2010-2011 the total departmental expenditure was \$4,042,181.

In 2009-2010 the total departmental expenditure was \$3,800,019.

Average Caseload for 2011/12 for the 1st Quarter is 566.

Average Caseload for 2010/11 was 520.

Average Caseload for 2009/10 was 489.

Averages per fiscal year by category of assistance	Couples with/without children	Singles	Temporary Child Care	Sole Support Parents	Hostels	Dependents
2011/12 1st Qtr.	30	307	77	152	0	342
2010/11	31	268	72	150	0	340
2009/10	37	243	66	139	5	340

**Welfare does not pay per diems at the shelter effective 2010, as Ganohkwasra has secured funding.*

Accomplishments Achieved

- ❖ Completed annual work plan and budget for 2011-2012
- ❖ Budgets were presented to the Finance Audit Committee and then taken to Council for approval.
- ❖ Completed the 2010 Christmas Baskets Reports.
- ❖ Received National Child Benefits Reports from agencies and compiled final reports and forwarded to the INAC Funding Services Officer for 2010/11.

- ❖ Received approval for National Child Benefits Funding for 2011/12 fiscal year.
- ❖ Staff members have completed their last course of Addictions and are in process of receiving their certificates.

Looking Ahead

- ❖ AANDC (INAC) formula for Ontario Works Administration which is contrary to the '65 Welfare Agreement and is not up to par with what MCSS funds for administration.
- ❖ Efforts to meet with province to work on gaps in service provision continue in the area of technology, view only SDMT, access to MECA, MTO, and Service Canada are ongoing.
- ❖ Continue meeting with MCSS Regional Office on Six Nations proposed Social Assistance Program for full implementation.
- ❖ Continue to update Human Services Committee, Chief and Council on progress of talks.
- ❖ Minister of Education will be allocating Child Care Dollars for Ontario Works through Social Services Director Arliss Skye.
- ❖ Meet with Social Services Director Arliss Skye to discuss programming for Ontario Works individuals requiring child care.



Staff consists of:

- Director
- Executive Assistant
- Employment Caseworker Team Leader
- Opportunity Development Coordinator
- 4 Financial Caseworkers
- 3 Employment Caseworkers
- Family Support Worker
- A/Financial Control Officer
- Administrative Assistant
- Secretary Financial Clerk
- Resource Outreach Worker





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