

**ANNUAL
REPORT** 2018|19



SIX NATIONS
POLYTECHNIC

ANNUAL REPORT 2018|19

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WHO WE ARE

Six Nations Polytechnic is a unique Indigenous education organization, recognized by community, government, and institutions of higher learning, as a *Centre of Excellence* for Indigenous Knowledge.

Established in Canada's most populous First Nation to offer postsecondary and now secondary education and training, SNP currently operates under First Nations jurisdiction in compliance with federal and provincial postsecondary legislation.

SNP has formal partnerships with nine publicly funded Ontario Universities and Colleges and collaborates with five Ontario based Indigenous owned and controlled post-secondary Institutes.

VISION

Our vision is to achieve international distinction for excellence in Indigenous education, Indigenous language revitalization and continuance of Indigenous knowledge.

MISSION

SNP's unique mission is the preservation, application and creation of knowledge specific to Ogwehoweh languages and culture while respectfully interacting with and informing other knowledge systems.

SNP's "two road" epistemology applies in teaching and research that serve the social, cultural and economic needs of our community and society. SNP is committed to the values of Ga'nigphi:yo/Kanikorii (Respect and the Good Mind) for the benefit of all who share this land.

Established 1993
Registered Charity, 2014

STRATEGIC OBJECTIVES

- 1** Increasing engagement of Six Nations people in the cultural, social and economic systems and structures that sustain our existence.
- 2** Closing the knowledge gap that exists in society with respect to the history of the country, the experience of Indigenous peoples, the impacts of colonization and trauma, and the outstanding obligations that remain to be addressed (access to lands, resources, cultural and language revitalization, etc.).
- 3** Contributing to a sustainable future for all.

ORGANIZATIONAL VALUES

The Board has identified values to guide the organization. These are stated in Board policy as Hodinohsó:ni values of Ga'nigohí:yo/Kanikoríio (Values of the Good Mind). The expectation for all (Board, staff, instructors and students) is to operationalize these values in their respective roles and to conduct themselves accordingly and in compliance with organizational policies.

SNP is committed to the values of Ga'nigohí:yo / Kanikoríio (Respect and the Good Mind) for the benefit of all who share this land.

Hodinohsó:ni'

Values of Ga'nigohí:yo / Ka'nikonhrí:io

FAIRNESS

(geḍeḍhsra') (kenténróhshera) (odihwagwaíhshyq)

SHARING

(degaihwakahsósra') (aterihwakhahsióhshera) (adēnide:sä:)

HONESTY

(odrihwagwaihsósra') (aterihwakwarihsióntshera) (gaya'da:denih)

KINDNESS

(adēnidēḡhsra') (ateniteróntshera') (adēnide:sä:)

CONFIDENTIALITY

(adrihwahséhḡhsra') (aterihwahsehtónshera') (gaihwahséhdi)

CONSISTENCY

(oihwadóḡhsra') (aterihwatokéntshera') (gaihwadó:gēh)

INTEGRITY

(oya'dawádḡhsra') (atkwenióntshera') (ganihḡḡhewá:ne)

RESPONSIBILITY

(adrihḡdá:tsra) (aterihontátshera) (gaihwayḡdáhḡwih)

RESPONSIVENESS

(adehsrónihsḡhsra') (kariwahserakwáhshera') (gaihwasá:gweḡh)

COOPERATION

(gayenawáhshra') (kaienawáhshera') (gayenawáhsä)

OPENNESS

(ganhodḡḡwēhsra') (kanhotonkwénhshera') (ganigohí:yok)

TRUSTWORTHINESS

(oihwadóḡhsra') (tekaniahésénhtshera') (hoyada:dē:ni)

BOARD OF DIRECTORS

D. Kevin Martin

Board Chair

Michelle Davis

Vice chair

Bonnie Freeman

Secretary/Treasurer

Alfred Keye

Traditional Cultural Advisor

Janie Jamieson

Board Member

Audrey Powless-Bomberry

Six Nations Council Representative

Melba Thomas

Board Member

Marion Martin

GRPSEO Representative

Suzie Miller

Student Representative

MESSAGE FROM THE BOARD CHAIR & PRESIDENT



Kevin Martin
Board Chair



Rebecca Jamieson
President-CEO

“For 2018-2019, SNP focussed on student success while developing a renewed strategic plan to maximize the development and offering of new and expanded life long learning opportunities embedded with Indigenous knowledge, culture and language.

In this time of continuous program growth and development, SNP completed an extensive internal organization review. Key findings will guide continued operations with a renewed internal management structure. As we move forward, we will continue to build our operational capacity and efficiencies to ensure excellence and continued student success within available resources.

This year, SNP continued successful signature programs such as the Bachelor of Arts in Ogwehoweh Languages; the Artisan series; Year 1 of a general BA; the SNP STEAM Academy and the ever-popular Lunch & Learns. SNP also introduced new opportunities such as SNP’s accreditation as a Canada Welding Bureau qualification test site; We Are Welders; Mind over Medal camp; Indigenous Wellness & Addictions Prevention; Community & Justice Services; Recreation Therapy and the Cayuga Immersion program.

We extend sincere thanks to all who continue to support the success of our learners.



YEAR AT-A-GLANCE



Creating Speakers & Documenting Our Oral Legacy at Six Nations of the Grand River

In October 2018, Six Nations Polytechnic (SNP) was awarded \$732,400 from the Ontario Trillium Foundation to support a three-year Grow Grant. The grant is intended to help create new speakers and potential teachers for Cayuga language programs through intensive immersion programming. The eight participants are also assisting in helping SNP and Deyohahá:ge: document Indigenous language speakers as well as organize and expand on existing Cayuga language archival material. The grant also has a capital component, which will be used to complete the building of a cultural space for lectures, learning and knowledge sharing. SNP completed its selection process in January 2019, with the program beginning on February 4th, 2019.

Research Gathering

On March 29th 2019, Deyohahá:ge hosted an informal research gathering with participants of the Two Row Research Partnership Group, as well as members of SNP's research community. The event featured presentations by 15 speakers. The gathering was intended to bring together Indigenous and non-Indigenous scholars to share works-in-progress and reflections on current research initiatives. Several themes emerged from this discussion, including, how Indigenous researchers work with archives and approach memory work, repatriation and the documentation of repatriation efforts, practices and experiences, and an exploration of oration and the role of oration across historical and contemporary Haudenosaunee experiences. Themes and discussions of the day are helping to inform the development and focus of Deyohahá:ge:'s research agenda.

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Mural unveiling at Six Nations Polytechnic's Brantford Campus reveals past, present and future of Indigenous education

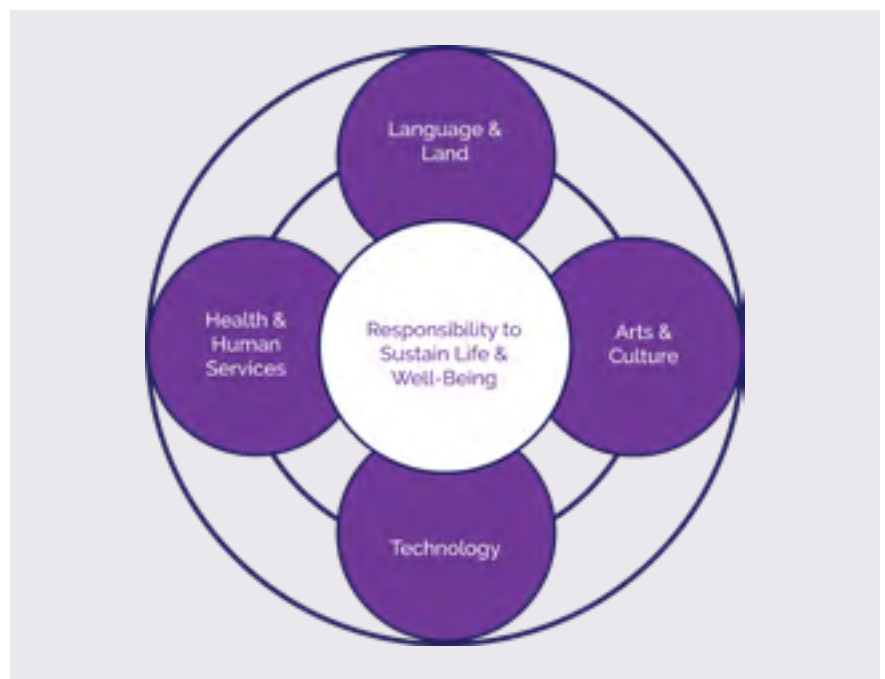
Six Nations Polytechnic (SNP) revealed a mural in the lobby of their Brantford Campus that takes viewers on a journey of Hodinohso:ni education from time immemorial. From wampum belts and beads, to residential schools, and now modern education with technology and a return to traditions, language and culture. The school commissioned artist Raymond Skye to create four panels that each had a different theme or focus on an aspect of education for the Hodinohso:ni.

Shuttle Bus

Last October, SNP realized the need for a larger shuttle bus as the student membership was on the rise. We went ahead and purchased a 21 seat Shuttle bus. We have since wrapped our bus in SNP logos and pictures. SNP is very happy to have our Shuttle rolling down the road.

ACADEMIC PLANNING

Guided by our vision and mission which are grounded in our collective responsibility to sustain life and well-being, SNP program clusters include the four categories below.



SNP Programming responds to community need. The scope and impact of this programming is extended significantly as a result of SNP's many partnerships.



SIX NATIONS ACHIEVEMENT CENTRE

The **Six Nations Achievement Centre (SNAC)** is a community-based Literacy and Basic Skills program that has provided service to the community of Six Nations for over 29 years. Funding for the program is provided by the Ministry of Training, Colleges and Universities. This year SNAC had the opportunity to provide a math refresher course for three cohorts of the We are Welders program at the Brantford Campus. The Six Nations Achievement Centre had a target number of 40 Learners for 2018/2019.

2018/2019 MTCU Target Number: 40

Program	Learners
Introduction to the GED	8
Building Computer Confidence	7
One-to-one	3
Crafting for Income	4
Introduction to the Health Care Field	3
Aboriginal Language Initiative	1
Retail Basics	2
We are Welders	18
TOTAL	46



SIX NATIONS

P O L Y T E C H N I C

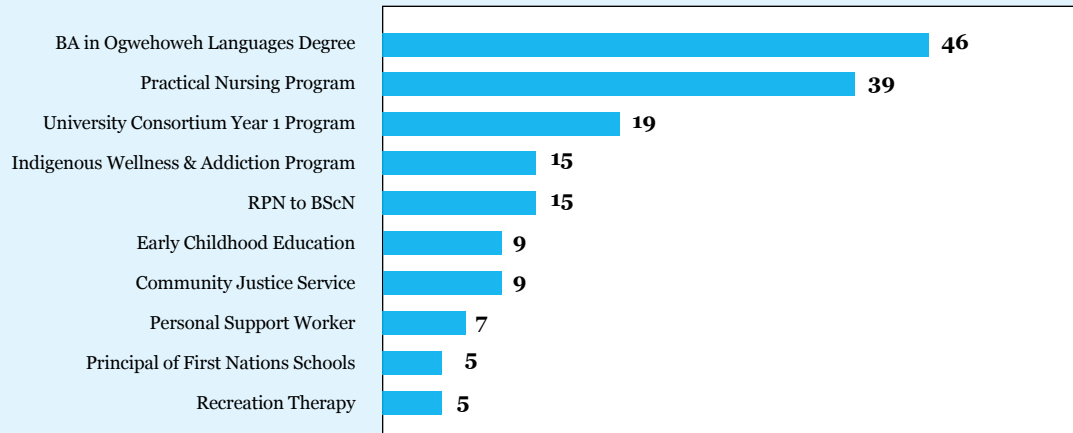
25^{YRS}

In 2018 Six Nations Polytechnic celebrated its 25-year anniversary. To mark the occasion a fundraising gala in support of Indigenous education was held at the Gathering Place by the Grand. This exciting event helped to raise funds for SNP as well as provided an opportunity to honour our partners, students, staff, and contributors over the years. Nya:weh again to everyone for helping to make SNP a success and allowing us to continue to proudly serve the community.



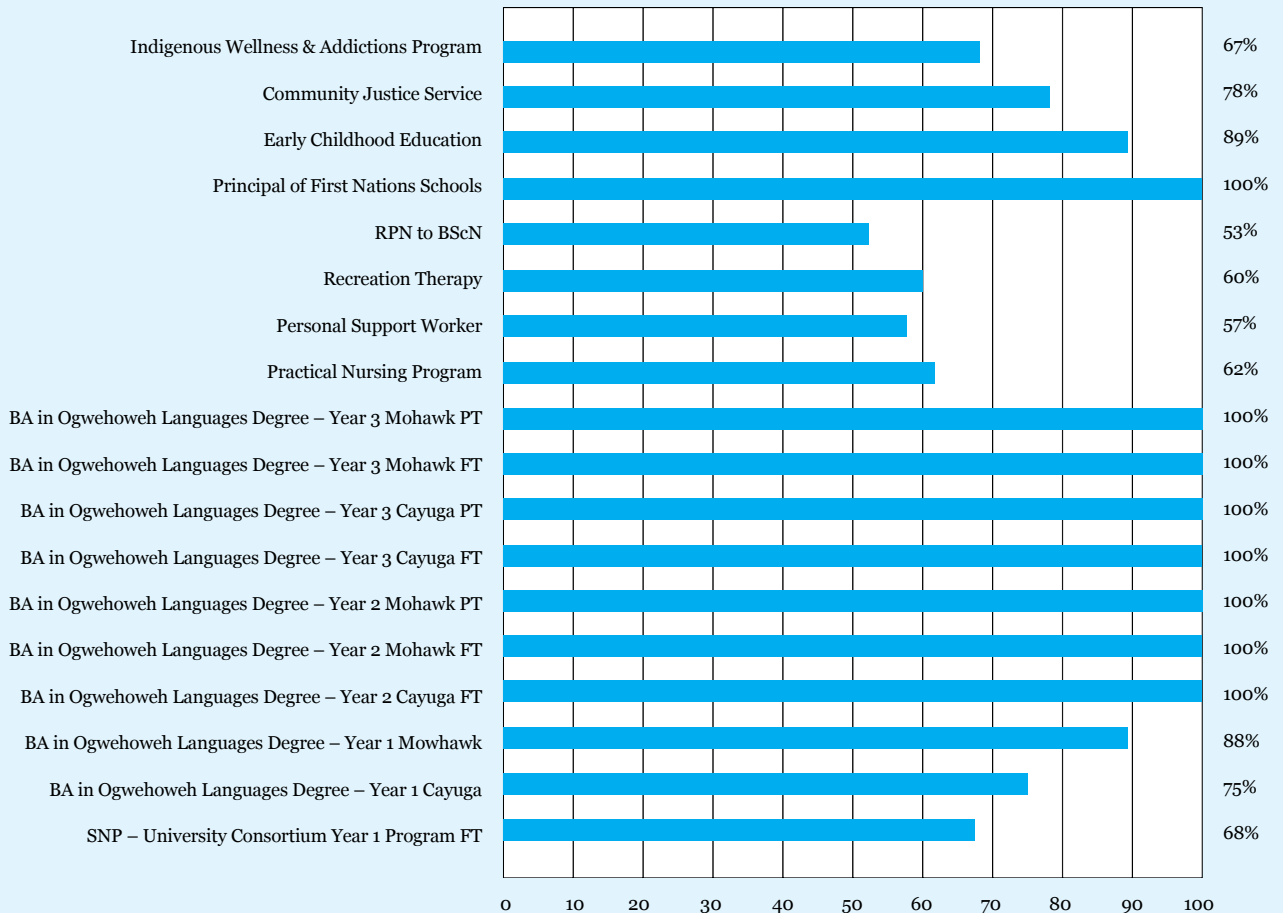


POST SECONDARY ENROLMENT: 2018-19



2018-2019 POST SECONDARY PROGRAM

Year of Study Completion Rate





STRATEGIC INITIATIVES

All SNP programs are designed with the objective of contributing to Indigenous resilience in mind, however below are a few of the key activities that took place over the past year that fall under this category.

Artisan Series

The Continuing Education (CE) Artisan Series is a non-accredited series of workshops focusing on traditional art forms such as textile arts and raised beadwork specific to Hodinohsoni peoples.

The Continuing Education (CE) Artisan Series was piloted in March 2018 and has seen a number of learners enter into SNP to participate. Given high community interest and continued support from the Six Nations community and surrounding areas, the CE Artisan Series will continue to be offered at the Six Nations campus. The current schedule and details can be found at <https://www.snpolytechnic.com/artisan>

Ontario Council on Articulation & Transfer (ONCAT)

In 2018/19, Six Nations Polytechnic completed an ONCAT project entitled: Enhancing Credit Transferability and worked collaboratively with

our regional University Consortium Partners including Brock University, McMaster University, University of Guelph, University of Waterloo, University of Western Ontario and Wilfrid Laurier University. The project aimed to enhance and expand the existing pathways with our partners, and to ensure that transfer pathways are current, clear and accessible to staff and students. This direct insight was valuable, and affirmed the need to ensure that students are fully understanding their transfer options and have access to pursue all pathways.

Trades Training

Our skilled trades programs have continued to grow at SNP over the last year. In response to community need we continue to build partnerships with employers and the community. The We Are Welders program, sponsored through the Women's Economic Security Program provided women with the welding skills to find sustainable careers. Our Mechanical Techniques – Welder/Fitter program was a co-ed program in partnership with Canadore College where graduates also gained the skilled to find employment in welding. Over 80% of graduates from both of these programs found employment related to their training. More programs are being added in different trade areas

for the upcoming year in machining and culinary skills.

Organizational Review

With Six Nations Polytechnic's expansion into the Elgin street campus in Brantford, we have experienced a high level of growth both in student population and staffing. In order to ensure we managed that growth effectively and continued to meet the needs of our students, we undertook a comprehensive study. The outcome provided us with refreshed strategic priorities, a new organizational structure, and a renewed focus on student success and academic excellence.

Professional Learning Communities

In February 2019, SNP brought together staff from Indigenous Institutes across Ontario, convening the first 'Professional Learning Community' in the sector. Predicted enrolment in a foundational course almost tripled, with forty learners engaging in a series of online modules intended to explore best practices in Indigenous post-secondary education, and to provide a unique professional development opportunity for operations, academic, and administrative staff.

HOMework SUPPORT PROGRAM

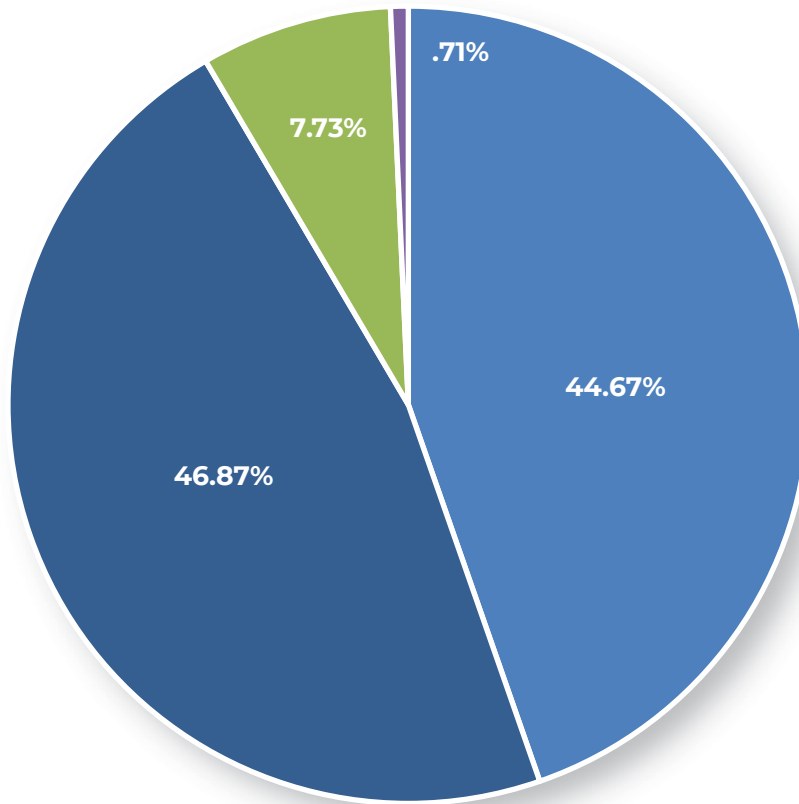
Homework Support offers Six Nations students homework assistance in all subject areas in a relaxed, supportive learning environment. Students have access to the internet/computers to complete assignments and projects. Students are required to bring their homework, books and any materials that will assist the tutors in supporting their needs. The location is a quiet place for all to work and study. Our mandate is to support students in all areas of their academic achievements through continued homework support during the evenings as required. Our tutors work at the various elementary and secondary schools with our students and have an expertise in their support area of support. Homework Support is offered Monday through Thursday evenings at SNP from 6 pm to 9 pm.

MONTHLY ATTENDANCE AT HOMEWORK SUPPORT PROGRAM JANUARY 2018 – DECEMBER 2019

Month	# of students	Math	Science	Language Arts	Other
January 2017	68 (29E;39S)	34	18	19	9
February 2018	76 (44E;30S;2U)	49	21	1	19
March 2018	56 (28E;27S;1U)	46	6	9	2
April 2018	49 (17E;28S;4U)	35	2	4	12
May 2018	53 (21E;30S;2U)	34	14	4	15
June 2018	36 (17E;19S;1U)	21	8	6	7
September 2018	56 (25E;31S)	48	5	5	6
October 2018	110 (32E;78S)	62	22	30	18
November 2018	120 (28E;92S)	59	30	40	31
December 2018	48 (12E;36S)	26	6	11	6
TOTALS	672 (252E; 410S; 10U)	414	132	129	125

E = Elementary Students S = Secondary Students C = College/University Students

REVENUE AND EXPENDITURES

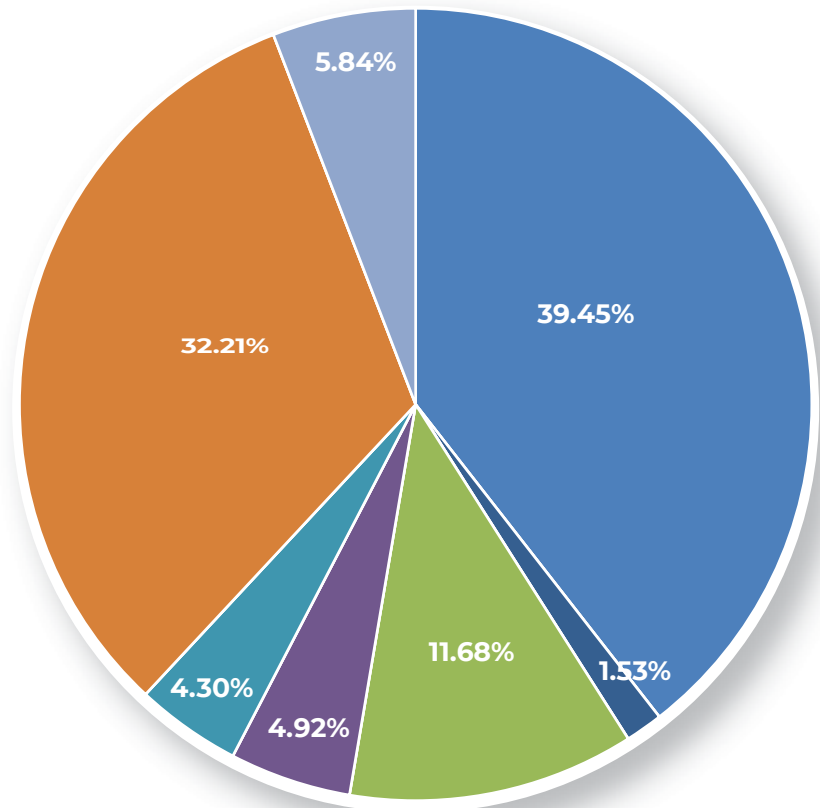


**EXPENDITURES
2018-2019**

- STAFFING
- PROGRAM COSTS
- GENERAL ADMIN
- OTHER EXPENSE

REVENUE 2018-2019

- MTCU
- LITERACY
- PSPP
- OTF
- TUITION
- OTHER INCOME
- OTHER FUNDING



STATEMENT OF EARNINGS

Year ended March 31, 2019

	2019	2018
Revenue:		
Ministry of Advanced Education and Skills Development (MTCU)	\$ 3,541,258	\$ 2,844,556
MTCU - Literacy and Basic Skills	128,163	119,770
Post-Secondary Partnership Program	916,547	975,018
Ontario Trillium Foundation	387,200	416,000
Tuition	386,195	310,577
Other Funding	3,944,587	1,269,589
Other Income	468,751	477,319
	9,772,701	6,382,829
Expenses:		
Salaries and benefits	\$ 3,553,483	\$ 2,808,268
Facility and supplies	1,938,926	871,512
Instruction fees	1,445,500	613,801
General and administrative	458,877	659,603
Tuition and program fees	413,125	779,794
Student services	115,740	288,050
Education materials	40,995	43,206
Professional development	40,413	57,577
Cultural support	22,358	39,401
Awards and bursaries	21,500	20,000
Program development	3,510	223,186
	8,054,427	6,404,398
(Deficiency) excess of revenue over expenses	1,718,274	21,569
Other expenses (income):		
Amortization of capital assets	825,811	657,322
Amortization of deferred capital contributions	(389,882)	(296,798)
	435,929	360,524
(Deficiency) excess of revenue over expenses	\$ 1,282,345	\$ 382,093

STATEMENT OF FINANCIAL POSITION

As at March 31, 2019

	2019	2018
Assets		
Current assets:		
Cash	\$ 1,094,947	\$ 1,486,072
Accounts receivable	2,766,110	1,672,687
Investments and marketable securities	150,000	150,000
Monies held in trust	86,470	35,356
Inventories	21,361	13,462
Prepaid expenses	26,626	21,455
	4,145,514	3,379,032
Long term deposit	91,667	91,667
Capital assets	7,530,337	7,933,000
	\$ 11,767,518	\$ 11,403,699
Liabilities		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 262,634	\$ 506,516
Deferred revenue	2,682,676	3,027,042
Current portion of long-term debt	484	1,935
	2,945,794	3,535,493
Long-term debt	--	484
Deferred capital contributions	4,591,700	4,920,043
	7,537,494	8,456,020
Commitments and contingencies		
Net assets:		
Invested in capital assets	2,938,637	3,012,957
Unrestricted	1,291,387	(65,278)
	4,230,024	2,947,679
	\$ 11,767,518	\$ 11,403,699

On Behalf of the Board



Director



Director



HONOURING THE PASSING OF

IMA JEAN JOHNSON (NEE SKYE)

Tekahkhwa (Picking it up)

Ionerahtokha 4, 1940 – Ionerahtokha 20, 2019

SNP Indigenous Knowledge Guardian

It is with deep sadness that Six Nations Polytechnic acknowledges the passing of our dear friend, mentor, and Indigenous Knowledge Guardian, Tekahkhwa Ima Johnson. Ima was a loving wife for 55 years to Manuel Johnson. Beloved mother of Danny, Louis (Deneen), Tom (Clara), Wayne (Danielle), Wendy (Gord), Gary (Brenda), Sandy, Tammy, Wanda, Bill (Tara), Connie (Cleveland) & devoted daughter Anita “Deats” Hill. Cherished grandmother of 40 grandchildren and 31 great grandchildren. Loving sister of Melvin (Arliss) and Kelvin (Sharon). Sister in law to Leslie Hagyard, Jim (Romaine) deceased, Welby (Linda), Ambrose (Joan), and Ron (Hazel). Medicine friend to both Hazel Johnson and Kylee Johnson. Ima was the head Faithkeeper at Lower Cayuga Longhouse. She was a founding member and teacher at Kawenniiio Mohawk Immersion. She worked diligently for many years passing on her knowledge of Haudenosaunee languages and culture to everyone who wanted to learn. She held the “Elder in Residence” title at McMaster University and “Indigenous Knowledge Keeper” at Six Nations Polytechnic.



SIX NATIONS
POLYTECHNIC

SIX NATIONS CAMPUS

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