



SUMMARY OF DISCUSSIONS

**Michipicoten First Nation 2017-2019 Leadership
Strategic Planning Session #1
Delta Waterfront Hotel, Sault Ste. Marie, July 19, 2017**

ATTENDANCE

Gimma Kwe Patricia Tangie
Councillor John Paul Chalykoff
Colin Lachance (Advisor)
(Melanie Pilon, Band Manager, sent her regrets)

PURPOSE

- To discuss immediate steps that could be taken in support of building greater community strength.

SUMMARY OF DISCUSSIONS

Strategic discussions took place in the areas of good governance and administrative excellence, summarized as follows:

Governance:

- Chief and Council may choose to consider a continued investment in advancing a unified approach to community leadership, supported by the necessary policies and procedures;

- Chief and Council may choose to consider discussing in detail how best to undertake an organizational review and give particular attention to the three areas of good governance, administrative excellence and a healthy interplay between the two;
- Chief and Council may choose to consider investigating the extent to which the community may be interested in embracing a traditional Indigenous approach to community development given that such a decision will influence the way in which good governance and administrative excellence activities are advanced;
- Chief and Council may choose to host a series of strategic planning sessions as a means of discussing the possible advancement of the above three and other ideas.

Administration:

- Finding ways to make the Band Manager's job more manageable was recognized as the top administrative priority;
- One idea involves creating a Human Resources Manager's position that would report to the Band Manager; act on behalf of the Band Manager when required, thus providing stability and certainty in times when the Band Manager is out of the office; allow the Band Manager to delegate staff relation issues and other matters to a human resources expert, as appropriate and when necessary; send a signal to staff that their well-being is important; and provide direct support to the proposed administrative review process;
- There is a need to ensure that community administrative priorities advance while the Band Manager is away so that her workload is manageable when she returns;
- It was agreed, subject to Council approval, that job posters be developed immediately for a Custodian, a Human Resources Manager and an Economic Development Officer;

- It was also agreed that there was a need to maintain continuity with community projects currently being advanced by outside advisors, including but not limited to the development of the MFN 5 Year Socio-economic Strategy.

Next Steps:

Chief Tangie agreed to consult with Council on their interest in participating in strategic planning sessions. She also agreed to brief Melanie Pilon on the outcome of the meeting as a means of assuring her that steps were being taken to ensure that her job becomes more manageable over time. She also agreed to contact Ron Mavin, Manager of the Professional and Institutional Development Fund at Indigenous Affairs Canada, in search of funding that would support the review and development of policies and procedures. She also asked that summary notes of the meeting be developed and submitted prior to the next regular Chief and Council meeting for ratification, along with draft copies of the aforementioned job posters.

RATIFICATION

These minutes have been approved by Gimma Kwe Patricia Tangie.

Gimma Kwe Patricia Tangie