



**CARCROSS/TAGISH  
FIRST NATION**

**Priorities Letter:**

**FINANCE AND HUMAN RESOURCE DEPARTMENT**

**To: Chief Financial Officer**

**Date: April 5, 2018**

**From: Executive Council of the Carcross/Tagish First Nation (C/TFN)**

**1. Introduction**

During Fiscal Year 2017/2018, a priority planning process took place with Executive Council, Elders and Staff. Executive Council approved the following priorities.

**2. Community Vision**

The community vision will reflect C/TFN's Mission Statement:

*The Carcross/Tagish First Nation is mandated to protect the environment, health, education and aboriginal rights of our people; to continue to preserve and protect our culture, traditions, and languages; to protect and develop our natural resources and strengthen our economy and the government of the Carcross/Tagish First Nation for our future generations.*

**3. Overall Government Priorities**

It is important that the following goals help to guide your daily work, on an ongoing basis:

- Communication – more communication between staff, Citizens, Clans, Organizations, and community.
- On-the-land opportunities – for Citizens, Elders, Youth, Children, Adults and Staff through the use of seasonal culture camps, healing camps, harvesting, first hunts, community hunts, workshops, and other outdoor activities, etc.
- Strengthen ties with Teslin Tlingit Council and Taku River Tlingit – be more connected to our ties with Dahk Ka.
- Development of Food Sustainability – through local farming and gardening opportunities to offer accessible affordable healthy foods to our Citizens, year round.

**4. Departmental Priorities**

The following is the approved priorities for the Finance and Human Resource Department:

1. Working with all Departments to provide Human Resources support and to aim to improve staff retention.

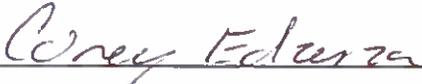
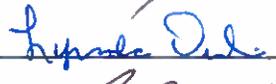
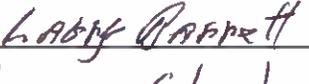
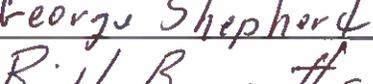
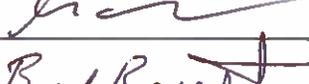
2. Create Orientation programs/workshops for new staff and Clan-Based Committee Members in cooperation with all C/TFN Government Departments and their respective Clan-Based Committees.
3. Design an in-house management development training program for internal capacity building, career-tracking/progression plan.
4. Optimizing RPP Contributors' investment returns from SunLife Group RPP; explore cost-savings and values-for-money alternatives for staff group health and dental benefits.

## 5. Required Next Steps

This letter will provide the basis for your Performance Agreement (PA) covering the 2018/2019 Fiscal Year. Please read this letter carefully and submit any questions you may have about it to the Executive Director.

Once you understand the priorities described, please use the template to produce a draft of you PA. In that document you will make commitments to achieve specific results. Feel free to ask for assistance from your staff in developing this PA, as well as from the Executive Director.

The final signed PA will provide the basis for regular reporting to the Executive Director, and your mid-year and end-of-year performance evaluations with Khà Shâde Héni and Human Resources.

Name	Signature	Date
Andy Carvill Khà Shâde Héni		April 05/19
Charlie James Daklaweidi Clan		
Maria Benoit Deisheetaan Clan	MARIA BENOIT	M Benoit
Corey Edzerza Ganaxtedi Clan		
Lynda Dickson Ishkahittaán Clan	LYNDA DICKSON	
Larry Barrett Kookhittaán Clan		
George Shepherd Yan Yedi Clan		
Bill Barrett Sr. Crow Elder Advisor	Bill Barrett Sr.	Bill Barrett sr
Ralph James Wolf Elder Advisor	RALPH JAMES	