

CARCROSS/TAGISH FIRST NATION



Priorities Letter: GOVERNANCE OFFICE

To: Michelle Parsons, Senior Government Official

Date: May 8, 2014

From: Executive Council of the Carcross/Tagish First Nation (CTFN)

1. Introduction

During Fiscal Year 2013/2014, a four-part priority planning process took place with Clans, General Council, Executive Council, Elders and Staff. This process commenced with the first-ever General Council, Executive Council and Management Board Retreat that took place in November 2012 where the focus was on priorities for the coming year(s). The second phase of this process was an all-staff retreat with Executive Council at the beginning of January 2013. A community input session took place in January, as well as invitation for input that was advertised around the community, on the website and on the C/TFN Facebook Group. Considerations from Elders Council was also included in the lists of suggested priorities. The General Council met again in March 2013 to review, discuss and approve priorities for the 2013/2014 fiscal year. In April 2014, General Council approved the continuation of these same priorities for the 2014/2015 Fiscal Year.

2. Community Vision

The community vision will remain the same this fiscal year. We want to build a stronger, unified community by:

- A. Ensuring that all children are raised with love by parents and other family members who have the abilities and supports they need;
- B. Providing a first-rate early childhood development program and significantly improving the conditions for success in elementary and secondary school;
- C. Increasing the frequency and sustainability of efforts made by adults to heal themselves, take responsibility for their lives, and sustain themselves in paid employment; and
- D. Doing all of this in a way that revives and strengthens our language, traditional knowledge, virtues and values.

3. Overall Government Priorities

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

- a) Clean up, healing and Closure ceremony of the Choutla Residential School will help us to build a stronger, unified community and will assist in achieving the community vision.
- b) Ensuring safe, truthful and constructive two-way communication on important matters within

the workplace and with the community. Where feasible, please directly communicate with the community about goals, priorities/plans and hear their concerns. You will also be asked to continue your support of Communications Team involvement of staff. It is important that we communicate with unity of thought, action and spirit so that the organization can lead by setting a strong example.

- c) In order to reinforce our role as keepers/stewards of the land and to model work-life balance with your staff, each Director is being asked to ensure that your staff are provided opportunities to connect with our traditional territory by being out on the land.

4. Departmental Priorities

Governance Department

In order to bring emphasis to the importance of traditional knowledge and the wisdom of our Elders, you are responsible for placing emphasis on the Elders. This includes:

- Creating a program whereby Elders would get support payments of \$2400/year. You are being asked to do this in such a way that it will be least taxed, learning from the work of other First Nations in this area;
- The terms for this program would need to be supported by an Elder's Policy, which you will need to create, in partnership with the Elders Council; and
- The Elder's Policy/Council should consider a Clan-based structure as well as establishing a Clan-based structure for the Citizenship Committee.

In order to fully-implement the Clan-based Government Model, you will be responsible this year for Clan development. This should include:

- Protocol for Clan System (ie how reporting back to Clans process should work);
- A review of the Constitution (with a Constitutional Review Committee), which would include adding Youth reps to the Clan-based Committees, as well as setting up a Youth and Justice Council;
- Encouraging an All-Clan Meeting or Joint-Clan meetings through Clan Representatives;
- Increased Clan budgets;
- Each Clan contributing to all Potlatches; and
- Monthly meals together with the community.

Should a Financial Transfer Agreement be renewed this fiscal year, we ask that Governance put on a Happy Celebration to celebrate community success stories, signing of our land claim and self government agreement.


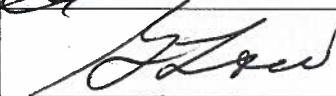

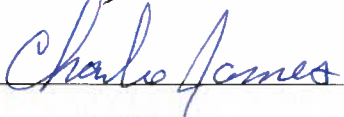



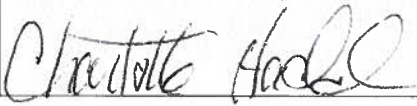
5. Required Next Steps

This letter will provide the basis for your Performance Agreement (PA) covering the 2013/2014 fiscal year. Please read this letter carefully and submit any questions you may have about it to the Senior Government Official (SGO) no later than **5 business days** of receiving it.

Once you understand the priorities described, please use the same template as last year to produce a draft of your Performance Agreement(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

SGO. A first draft of your PA will be due to the SGO no later than **20 business days** after you receive this letter.

Once your draft PA has been received it will be discussed on a confidential basis by Executive Council, who will provide you with feedback. From the time you receive this feedback, a signed final draft of your PA will be due within **10 working days**. It will then be reviewed and signed by Executive Council, SGO and yourself. This final signed PA will provide the basis for regular reporting to Council and your mid-year and end-of-year performance evaluations.

Name	Signature	Date
Danny Cresswell, Khà Shâde Héni		May 8 th 2014
Georgianna Low, Deisheetaan Clan		May 8 th /14
Larry Barrett, Kookhittaaan Clan		MAY 8-2014
Charlie James, Daklaweidi Clan		May 8-2014
Wesley Barrett, Ganaxtedi Clan		May 08/14
Lynda Dickson, Ishkahittaaan Clan		MAY 08/2014
George Shepherd, Yan Yedi Clan		5/8/14
Annie Auston, Elder Advisor, Crow		
Charlotte Hadden, Elder Advisor, Wolf		May 8 th 2014