

- SAGAMOK ANISHNAWBEK

Two Worlds

Principles of the Two Row
Wampum Belt

Two Row Wampum Belt

- These two rows will symbolize the two paths or two vessels, travelling down the same river together. One, a birch bark canoe, will be for the Indian people, their laws, their customs, and their ways. The other, a ship will be for the white people and their laws, their customs and their ways. We shall each travel the river together, side by side, but in our own boat. Neither of us will try to steer the other's vessel.

What does This Mean?

- Constitution
- Federal Provincial
- Legislation-Indian Act
- Contract
Terms/Conditions
- \$15 million
- Accountability,
Transparency,
Representative
- Sovereignty
- Seven Generations
- Relationship Society
- Collective
- Lands and Resources
- Natural Law of
Kindness, Sharing,
Honesty, Strength

What does This Mean?

- Responsible
- Human & Financial Resources
- Short & Long Term Strategic Planning
- Budgets & Cash Flows
- Reports
- Analytical Processes
- Language, Identity
- Determinates of Well-Being
- Community Development
- Administration of Government
- Giidamewin Bmadziwin (Constitution)

What Does This Mean?

- Program Evaluations
- Performance Appraisals
- ISO
- Self Determination

Governance

- Leadership and Administration are conducting the government's affairs in the best interest of the community.

Leadership Commitment

- Everyone is included – people are not excluded because of their gender, age, or beliefs;
- Commitment to the people and to the work – where there are personal differences or setbacks in the community's plans and activities, people are determined to work things out and support each other
- Reaches decisions through consensus – people keep working to understand each other better until they reach consensus
- Transcends individual differences – instead of being ignored, denied, hidden, or changed, human differences celebrated

Leadership Commitment

- Realistic about its strengths and weaknesses – a true community keeps evaluating its own condition and is willing to keep trying to improve.
- A circle has no side – leadership flows from person to person. Everyone is sometimes the leader and is respected for his or her contribution.
- A safe place for people to be themselves – people feel safe to grow and develop as individuals and to be supportive of each other.
- A spirit of peace and love – a spirit of unity. People feel good about being there

Giigdamewind Bmadziwin

- An acknowledgement of their relationship with the Creator
- A declaration of who they are as a people – part of the Anishnawbek Nation; and
- A statement of important principles of the seven grandfather teachings

Giigdamewind Bmadziwin

- A Bill of Rights both for individual and for the community as a whole;
- A description of government structures included how leaders are to be chosen, the delegation of certain authorities to government leaders and an outline of those decisions to be made by the community as a whole;
- An outline of accountability mechanisms of government leaders to community members;
- An outline of how land and resources are to be managed;
- A description of conflict resolution systems to deal with disputes between individuals and the government and between Sagamok Institutions;

Giigdamewind Bmadziwin

- A statement of Sagamok Anishnawbek jurisdiction to include how the relationship of Sagamok to other governments – federal, provincial, municipal and other First Nations – is to be managed
- The establishment of legal capacity for Sagamok to create and manage its own institutions
- An amendment process;
- A definition of citizenship; and
- A description of fiscal powers and relationships

Community Development

- Is the planned evolution of all aspects of community well-being (economic, social, environment, and cultural)
- Community members come together to take collective action and generate solutions to common problems.
- Scope-can vary from small initiatives within a small group or large group involving the community.

Determinants of Well Being

- Basics Physical Needs – clean water, adequate nutrition, shelter, clothing, sanitary, waste disposal
- Spirituality
- Cultural Integrity and Identity
- Strong Families
- Strong bonds of unity, cooperation, social, support, and belonging
- Protection, safety, and security
- Adequate power, freedom, and voice
- Adequate income and sustainable economics

Determinates of Well Being

- Open, healthy communication and access to information
- Critical learning opportunities
- Adequate infrastructure, human services, and social safety net

Roles and Responsibilities

LEADERSHIP

- Indian Act Selection
- Political Role
- Policy-making
- Law Makers
- Representative
- Advocacy
- Public Relations
- Strategic Direction

ADMINISTRATION

- Plans
- Recommends
- Develops
- Implement/Facilitate
- Supports
- Reports
- Evaluates
- Change/Evolve

Principles of Governance Relationship

- Transformation
- Development
- Healing
- Vision
- Culture
- Interconnectedness
- Honour
- Unity
- Participation
- Spirit
- Justice
- Morals & Ethics
- Learning
- Sustainability
- Positive
- Change

Minowanigoswin

Government Initiatives

- Provide a base for Sagamok Anishnawbek Law and move us away from the control of the Indian Act.
- Leadership Selection
- Administration of Government & Finance
- Conflict Resolution law
- Sagamok Anishnawbek Citizenship Law

Quality Management

- Developing processes for every key activity, defining standards for each process, constantly evaluating the process itself, and the employees' performance in terms of standards, and monitoring and correcting the deviations when necessary.

Summary Report on Community Development

Summary of Journey:

- 1) Introduction to Community Healing and Community Development
- 2) Catalyst for Change in Sagamok Anishnawbek
- 3) Assessment of Issues in the Community
- 4) Results Achieved To Date
- 5) Strategies Currently Being Undertaken

Summary Report on Community Development

Introduction to Community Development

Community healing – the process of moving beyond the hurt and dysfunction that many have internalized and in ways block the social and economic developments of the community, ie. residential schools, colonization, loss of identity, loss of land, roles.

Community development – focuses on the work of building new patterns of life that lead to sustainable well being and prosperity.

Summary Report on Community Development

Ultimate goal of Community Development is to move the population as a whole towards higher levels of prosperity and well being socially, economically, politically, and culturally.

Community Development will lead to an effective form of First Nation Government in Sagamok Anishnawbek.

Summary Report on Community Development

Council's Response to Need for Change

- Commitment to rebuild the government system to reflect Anishnawbek cultural values and practices.
- The commitment to reach out and include everyone in the community rebuilding process.
- Fostering community healing from the legacy of past trauma.

Summary Report on Community Development

Assessment of Issues in the Community

- Sagamok's Community Story
- KPMG's Organizational Review

Community Story

- Community members examined the strengths and weaknesses of children, youth, women, men, families, elders, social, economics, political, and cultural and spiritual. They looked at current conditions, lessons learned from the past, and pathways to the future.

Summary Report on Community Development

Interesting Points in the Community Story

- 130 people (one third of employable adults) work for the band.
- 60% of the adult work force is unemployed.
- 120 families (33%) are on government assistance.
- Shift away from strong social and family ties.
- Youth make up a large portion of population yet they have no representation on Council.

Summary Report on Community Development

10 Year Action Plan - Community Healing

- Professional and volunteer team of workers.
- Family violence and sexual abuse response team.
- Continuous learning
- Crisis intervention team
- Leadership development program
- Total immersion healing and personal growth training
- Cultural and spiritual resources

Summary Report on Community Development

10 Year Action Plan – Community Development

Governance options being explored include:

- 1) Municipal Model
- 2) Direct Democracy
- 3) Traditional Clan-Based Government

Summary Report on Community Development

Results Achieved Over the Past Three Years (cont'd)

- Matching departmental work plans to broad goals.
- Regular communication via professionally developed monthly newsletter.
- Well functioning senior management team.
- 12 determinants of well being.
- Curriculum on "The Story that Was Never Told".

Summary Report on Community Development

Strategies Currently Being Undertaken

- Youth Strategy
- Social Reform Strategy
- Economic Development Strategy
- Cultural and Language Strategy
- Early Childhood Development Strategy
- Waste Management Strategy

Summary Report on Community Development

Strategies Currently Being Undertaken (cont'd)

- Emergency Response Strategy
- Land Stewardship Strategy
- Financial Code, Election Code
- ISO Certification
- Dispute Management Strategy
- Community Consultation Strategy

Summary Report on Community Development

Key Messages (con'td)

- Sagamok is a relationship based society – relations with each other, environment, and spiritual world. Living in harmony and respect is one of the basis for community development.
- Federal government has a responsibility to live up to its fiduciary responsibility – adequate resources must be made available.