

Tł̄chq Community Services Agency Minutes of the Meeting

Date: February 22-24th, 2006.
Location: Explorer Hotel in Yellowknife

Members Present:

Behchokò : Joe Mackenzie
Wekweeti : Noella Kodzin
Whati : Ted Nitsiza
Whati: Alfonz Nitsiza (chairperson)
Eddie Chocolate from Gameti sent his regrets as he was unable to attend the meeting.

Staff Present: Jim Martin (CEO), Anna Beals (Director of H&SS), Jonas Lafferty was a contractor Interpreter for the meeting.

The chairperson Alfonz Nitsiza called the meeting to order and asked Noella Kodzin to say a prayer to open the meeting

1. Approval of the Agenda

Members discussed the absence of a representative from Gamèti for the second time in three months. The CEO reported that in a telephone call yesterday, Eddie had said he would not be able to attend, and that he would not be able to be active on the regional Board. He said he was having difficulties with his employer allowing him time away from his job to attend meetings. There was a discussion about a suitable replacement and it was suggested that the chairperson of the DEA, David Wedawin be nominated to the Tł̄chq Community Services Agency. Eddie said he would speak to the Chief about nominating David.

Board members asked the CEO to write a letter to the Gamèti Chief requesting that the local Council pick a representative who would attend meetings, and consider David who was already chair of the local DEA, had experience sitting on the regional Board and who said he was interested in participating at the regional level.

Members discussed the agenda and Joe Mackenzie and Ted Nitsiza added some local concerns to be placed at section 5.8. Community Concerns.

Motion 06:02:01 To approve the agenda as presented with additions by Joe Mackenzie and Ted Nitsiza at Community Concerns. Moved by Joe Mackenzie; Seconded by Ted Nitsiza; Carried.

2. Review of Previous TCSA/DCSB Minutes

2.1. Minutes of the meeting December 8th, 2005.

Motion 06:02:02 To approve the minutes of the regular Tł̄chq Community Services Agency meeting held on December 8-9, 2005 in Behchokò; Moved by Joe Mackenzie; Seconded by Noella Kodzin; Carried.

3. Reports from Management:

3.1 Overview of the Meeting: CEO

The CEO gave an oral report covering the agenda and highlighting important decisions that needed to be attended to during this meeting. Tłıchǵo Community Services Agency staff members Lucy Lafferty and Philip Rabesca were unable to attend as they are doing some exploratory program work for the proposed TEP program (Lucy) and setting up an advisory meeting (Philip) for the development of the requested Interpreter-Translator training program.

3.2 Reports from Tłıchǵo Community Services Agency staff

Written program summaries and reports from the Director of H&SS and Education are included in the meeting documentation. A financial report from George Blandford is not available for this meeting. It is intended that the next Tłıchǵo Community Services Agency meeting will focus on finances and policy work.

4. Reports: Delegations

4.1 Report on the ISDM-Integrated Service Delivery Model in H&SS in the NWT by Dr. Andre Corriveau (scheduled for 1:30 p.m. Thursday February 23rd) Dr. Corriveau spoke to the Board members about the ISDM...Integrated Service Delivery Model. He gave background information on the development of the model and described the various elements that make up the model in the NWT including:

Diagnostic & Curative Services that are required for diagnosis and treatment; Rehabilitation Services works to serve people who have impairments from injury, chronic disorders or disabilities; Protection Services safeguards the health and well being of families and communities. Continuing Care Services include home support, respite care and palliative care; Promotion & Prevention Services include prenatal and post natal assessments, public health; Mental Health and Addictions Services.

Dr. Corriveau discussed the importance of primary community care teams, regional support teams and territorial support teams and how they can work together to support people in our communities. There were questions from Board members, and a further discussion of cancer rates and causes in the NWT, pandemic planning by the Department and Authorities, the bird flu and a discussion of the West Nile Virus, as well as TB and TB hospital care in Behchokǵ.

Members discussed why elders often bring up their desire to have a hospital in Behchokǵ again despite their negative experiences there in the past. In the past, many community people saw doctors as the only legitimate authority for their health and so they feel today that when doctors are not present, the healthcare is not as good. Asking for a hospital is a way of asking for the old fashioned medical care.

4.2 Report on Home and Continuing Care Programming in the Tłıchǵo Region by Ruth Budgell (scheduled for 3:00 p.m. Thursday February 23rd) Ruth Budgell talked about Home and continuing Care, the Jimmy Erasmus Seniors Home, the Home Care program including medical, nursing and social services, home supports, recreational services and interpretation services. Ruth described the Elders Day program which is a

new program that is beginning in Behchokò. The Family Visitation Program is another pilot project in Behchokò. The Supported Independent Living program provides services to people with mental and physical disabilities. There was a discussion about the recent meeting in Whati to focus on the needs of people with disabilities in the Tłıchq region.

4.3 Report on Income Support Reform by Dana Heide, Wayne Balanoff and Mark Cleveland (scheduled for 9:30 a.m. Friday February 24th) Mark Cleveland introduced the session by saying that the review is covering 17 programs across 7 Departments of government and that collectively are valued at \$125M. Dana Heide began discussing government programs from Income Support, SFA to Elders Fuel Subsidies. He said that each of these programs was set up independently by their sponsoring Department over a period of many years. The programs were not coordinated in any way and although they may have similar aims, in fact they often have different access requirements and the outcome of the programs is often not what is intended. In some cases there are serious inequities between northerners, even where neighbours are being treated differently. The programs can also be seen to create dependence in some areas and actually act as a disincentive to get involved in the workforce.

A variety of examples of inherent contradictions in the programs were shown and there were questions from members. The presenters indicated that they have conducted the research over the past 18 months and now it is time to begin to suggest solutions to the problems indicated. There will not be one solution across Departments and it is likely that full implementation could take several years. The group indicated their interest and willingness to go to the communities to discuss the results of their work and speak with other interested groups.

5. Action Items

5.1 Accreditation of Tłıchq H&SS Programs and Services

Anna described the Canadian Council on Health Services Accreditation/ CCHSA as an independent, non-profit, non government and voluntary organization. Accreditation is a process that healthcare organizations across Canada use to evaluate their programs and services and improve their quality. Accreditation is also a recognition that services offered by healthcare organizations meet certain national standards of quality. Anna talked about the benefits of accreditation for the Tłıchq Community Services Agency including its use as an effective and dynamic self assessment tool, the provision of expert advice to Board management, promotion of team work among Tłıchq Community Services Agency staff and a way to achieve our organizational and system goals within national standards. Her presentation also discussed what the CCHSA determines to be quality and what they will want to evaluate. Finally, Anna described the evaluation process, how CCHSA will do their ratings including their use of client interviews, self assessment, focus groups, tours, indicators etc.

Members discussed the accreditation process, asked questions and generally agreed that the accreditation process would be a positive accomplishment for the Tłıchq Community Services Agency over the next 3-4 years.

Motion 06:02:03 To approve the resources necessary for management to work with the Canadian Council on Health Services Accreditation in a comprehensive accreditation process for the Tłı̨chǫ Community Services Agency that includes Health Centres, mental health and addictions and Child and Family Services ; Moved by Joe Mackenzie; Seconded by Noella Kodzin; Carried.

5.2 Board Member Training: John Carver’s Board Governance Model: The CEO introduced the Board members to REALBoard Advisor, a publication of followers of the Carver model for governance. Jim spoke about the model’s use in the NWT by H&SS authorities. It has been less well known and used by Education Authorities. Carver is an American who has a great deal to say about Boards both non-profit and corporate. He says that most Boards are composed of well intentioned people who do the wrong things because they do not understand their proper roles. He is a strong advocate for the clear separation between management and governance. There are a series of workshops scheduled for Calgary in April intended for Board members, the chairperson and the CEO.

Jim also discussed other training available for the Board available in the NWT from a YK contractor, Lani Cooke based on her work developing a handbook for H&SS Boards last year. As well he discussed the ICA or the Institute of Cultural Affairs in Toronto which has a catalogue of workshops and presentations focused on the development of strength in communities and the process tools needed for leadership and Boards to help develop these strengths.

Motion 06:02:04 To develop the knowledge and skills of the Board representatives in Carver Policy Governance through attendance at the Policy Governance Seminars in Calgary in April; Moved by Ted Nitsiza; Seconded by Noella Kodzin; Carried.

5.3 Review of Strong Like Two People...the Vision & Mission of the DCSB

Jim presented a workshop on “Strong Like Two People. The vision and mission of the former DCSB is the foundation of planning and shapes all the work of the Board. He discussed the history of the Board going back to the Rae-Edzo School Society and the role of Chief Jimmy Bruneau. Jim discussed the background of the former Dogrib Divisional Board of Education and the development of the mission and vision statements for the Board. Grounded in community experiences, the vision and mission came out of themes explicitly emphasized by elders in their meetings. The mission itself is a summary of these themes trying to answer the questions, “ where have we come from?” , “where are we today?” “why do we come together to form a Board?”...”what is our purpose?” and “what is it we want to do together?” The vision” Strong Like Two People” tries in a simple, easy to understand statement, to say what the Board is all about.

Jim spoke about the years when the statements regarding education were adapted for a larger Board that also included H&SS. He said it was not hard to do because the statements were in fact about the community and spoke to what was important to elders and not just paraphrased government goals and objectives. He went over each section of the mission and explained what it means and how it relates to what the Board is currently doing and what the Board stands for. Jim said that the mission and vision must continue

to be relevant to the Board and to the Board members and speak to their understandings of the work that needs to be done. If the mission and vision are not relevant, the Board must undergo a renewed process to develop these foundation statements of our purpose together.

Members spoke about the presentation and their feelings about the content. Board members said that although the material was developed years ago, it is good to build upon the best that has come before and that this work still captures the reality that we all live with. The statements still are true today and still serve as future goals that we can strive for. Members spoke about their own experiences and the difficulties they have had being ‘strong like two people’. Members agreed that both the vision and the mission should remain as the vision and mission of the Tłıchǫ Community Services Agency. It was recognized that at some time in the future, if the words are no longer meaningful and require updating, it will be an important and critical task of the Board members to do this.

Motion 06:02:05 To approve without changes or amendments (except in regards to a change of names) the former vision and mission of the Dogrib Community Services Board for the Tłıchǫ Community Services Agency ; Moved by Joe Mackenzie; Seconded by Ted Nitsiza; Carried.

5.4 Board Member/Chairperson Compensation: Honouraria & Travel

The CEO introduced Directive 810 from the GNWT Financial Administration Manual describing the function and honouraria of local DEA/CSA’s as well as the regional Board. Jim said the DEA’s are viewed as advisory boards as per section 1c) and the Tłıchǫ Community Services Agency is viewed as a regulatory or complex board as per section 1b) . Honouraria for the DEA’s/CSA’s at the local level are set at \$100 per day for members and \$150 per day for chairpersons. At the regional level of the Tłıchǫ Community Services Agency, the honouraria are set at \$200 per day for a member and \$275 a day for the chairperson. Travel rates are periodically set by the federal Treasury Board in Ottawa and automatically adopted by the GNWT and apply to the travel of Board members.

Members discussed the practices of the former DCSB, the practices of the environmental land and water boards and the work of TCSA Board members prior to, during and after meetings. Members agreed that travel days should be considered travel days and not applied as ½ days and agreed that 1 day per meeting should be available as a reading day for members to familiarize themselves with the documentation required to be knowledgeable for the meetings.

Members agreed to discuss honouraria for the chairperson and asked to go in-camera and that the chairperson leave the meeting.

Motion 06:02:06 To move into an in-camera session of the TCSA ; Moved by Joe Mackenzie; Seconded by Ted Nitsiza; Carried.

Motion 06:02:08 To move out of the in-camera session of the TCSA ; Moved by Joe Mackenzie; Seconded by Ted Nitsiza; Carried.

Motion 06:02:07 To approve Tłıchq Community Services Agency honouraria for Board members and chairperson with travel days counted as one day each and to add one reading day in addition to the formal meeting days of a regularly scheduled meeting...also in regards to chairperson compensation to accept proposal 4 b) of the six available Options for Chairperson Compensation in the paper presented in the meeting documentation; Moved by Joe Mackenzie; Seconded by Ted Nitsiza; Carried.

Members also discussed rates of pay for interpreter-translators which have stayed at the same level since the days of the old DDBE. Members discussed rates used by the GNWT at the Legislature and by other organizations and governments and agreed that the Tłıchq Community Services Agency should have comparable rates.

Motion 06:02:09 To approve an increase of the daily rate for contract interpreter-translators for Tłıchq Community Services Agency meetings to \$400 daily plus travel expenses to be paid at the going rate provided by the GNWT; Moved by Joe Mackenzie; Seconded by Noella Kodzin; Carried.

5.5 Old Business: Decisions regarding Meeting Format... size, number, location, content, involvement of DEA's. It was agreed to table this material until there is a full Board, including representation from Gamèti.

5.6 Old Business: Decisions regarding TCSA Meeting Calendar 2006
It was agreed to table this material until there is a full Board, including representation from Gamèti.

5.7 Old Business: Decision regarding Policy: Conflict of Interest: It was agreed to table this material until there is a full Board, including representation from Gamèti.

5.8 Community Concerns:

Behchokò...Joe Mackenzie spoke about the following issues:

a) Fall Hunt: Concerns were expressed that the original intent of the Fall Hunt for Behchokò students may be compromised with the attached Staff Orientation. It was noted that it seems to be less an orientation for new staff than an event for long serving staff. Jim suggested Joe might be interested to be a part of the Tłıchq Community Services Agency planning committee for the fall hunt/staff orientation. Joe said he would be interested in participating on the planning committee.

b) Recognizing George Mackenzie's contribution to education in the region:
Concerns were expressed that George Mackenzie had left the Board several years ago and there had been no recognition of his long years of service to the education of young people in the region. Jim indicated that nothing had been done when George left three years ago because he was only on leave from his job and it was expected that he would return again. Staff on leave have never received "going away" recognition. This past fall after he was successful in being elected as Grand Chief, he decided to retire. It was the uniqueness of his situation, having been away for a few years, not being in a school and

then retiring in the fall, not the spring as is usual for most teachers, that was the cause of not having been properly recognized yet. Jim said that George has been one of the foundations of the culture and drumming programs at the high school and the region, and had contributed a great deal over the years to the success of the sports programs. He was also a supportive voice for all those kids that had nowhere to go, and ended up in trouble at school because of the difficult conditions in their homes. His influence is missed in the school and in the Board. Jim said he would work with Alfonz and Joe to ensure that George's contribution to the high school and the Board are properly recognized.

c) Financial Issues with RECSA:

Concerns were expressed that changes had been made to RECSA budgets by the Tłıchǵ Community Services Agency and that staff had not responded to written RECSA concerns. Jim said that George Blandford, Lucy Lafferty and Kyle Kelly will meet with Michael Lafferty and hopefully Joe as well as the Tłıchǵ Community Services Agency /Behchokǵ representative to understand the changes and if necessary report to RECSA at a future meeting. Finance staff have been understaffed and very busy and unfortunately had not responded to the request as yet.

d) Leave for Tłıchǵ Community Services Agency Employees to attend Tłıchǵ Government events. Joe spoke about staff frustration with not getting permission to attend Tłıchǵ Government events. Jim spoke about the difficulty approving large amounts of leave from jobs when staff sit on the Tłıchǵ Government, and other Boards as well. The difficulty is finding a balance between operational requirements and supporting staff participation at Tłıchǵ Government and related organizational/corporate events. Alfonz indicated that he had to make a personal decision to resign his work position so that he could be more active in political life. Tłıchǵ Community Services Agency Board members agreed some staff must make similar personal decisions if they want to be actively involved in local politics. The Board members agreed that it was the Board's responsibility to uphold the interests of the operational requirements of the schools ahead of participation in the Tłıchǵ Government.

e) PD for outside professional staff and local aboriginal staff: Joe spoke about some staff concerns that professional staff come in from outside the communities and still go out on PD opportunities and then leave the communities. It is felt by some people that local aboriginal staff do not get enough training opportunities. Jim responded by saying that there may be some misunderstandings about PD among staff. He said that one of the meanings of "professional" is that individuals do not stop learning but keep trying to improve themselves to get better and better at their jobs. The Tłıchǵ Community Services Agency historically has tried to use excellent PD opportunities as a way to attract and keep staff motivated whoever they are. On the H&SS side of the organization, the GNWT funds every program position (with the exception of some positions such as secretaries) for \$3000 of PD a year...thus every nurse and every CHR gets equal funding to participate in professional development. On the education side of the organization it is different in that the NWTTA/ union pays for professional development and a portion of that comes from teachers own union dues. Thus every teacher has the right to PD funding whether they are aboriginal or not. Jim said that he was disappointed that some staff felt they were not getting a fair share of training dollars as certainly the Board historically has a very special record of training local people...CTEP, Early Childhood Education, Home

and Continuing Care Workers, Nechi Wellness Worker Training, the Trades and Technology training program through the Mine Training society among others have all been special programs that have often been unique to the Tłıchǵ region and the Tłıchǵ Community Services Agency. As well most of the Tłıchǵ people who have received university degrees in the last few years have been DDBE/DCSB/Tłıchǵ Community Services Agency employees who have benefited from education leave, special bursaries and scholarships targeted at them. Jim said the eventual Human Resource goal of the TCSA is to ensure all staff have personal training plans that are related to their work and their goals in life.

Wekweeti: Noella Kodzin spoke about the following issues:

a) Janitorial issues at the Wekweeti School: Noella said that the school is currently getting 2 hours a day of janitorial services and that this is not enough. She said the local Board wanted the hours to return to fulltime as it was in the past. Jim commented that the janitor position has never been a fulltime janitorial job but always halftime. He said that years ago a deal was struck with DPWS to have them provide ½ time salary dollars to the school janitor position to make it a full time job. In turn, they wanted some basic maintenance done around the school and their garage...snow shoveling and the like. However the janitor had stopped doing their work and so last year DPWS served notice that they would stop funding the Board for the ½ time maintenance work. Jim said that 2 hours daily seemed too little for the size of the school and said he would look into it and report back at the next meeting.

b) Secretary/Treasurer Issues: Noella expressed concerns that the S/T position was being asked to do janitorial work. Kathy said that she was physically unable to do the janitor work and so the local Board wanted the Secretary-Treasurer position to go back to being a full-time position as well. Jim said that the problems in Wekweeti are similar to the ones expressed by local Board members in Whatı and Behchokǵ. All these changes are the result of the increased costs of having fulltime GNWT employees, which are far more expensive than the employees were when they were employed by the DEA's. Similarly the decrease in funds at the DEA level is often because these funds have been applied to pay the employee salaries through the GNWT payroll system, thus they are no longer in the local Board budget. This includes employee salaries as well as Board honouraria. Board members agreed that this issue could be revisited during the next meeting which is intended to focus on budget and finance issues.

Whatı: Ted Nitsiza spoke about the following issue:

a) Responsibilities and Powers lost/returned to communities: Ted said that it was his impression that the communities had lost powers and responsibilities recently. He spoke about the difficulties in getting timely honouraria payments for Board members and elders. Jim said that this was true. The GNWT takeover of HR and payroll responsibilities had centralized these functions in Yellowknife and one of the impacts had been less responsibility, authority and flexibility at the local level. Jim said that there are some long term strategies to fix the problem being discussed with the Tłıchǵ Government as part of the Tłıchǵ Agreement Implementation between the TG and the GNWT.

Board members asked that work continue on the long term strategies but asked Jim to try to work with the GNWT to find short-term quick-fix strategies to the problems described especially with the casual payroll as it affects the payment of elders. Board members said that complaints are coming in from all communities that elders and cultural workers do not want to work for the Tłıchǫ Community Services Agency anymore when it takes four to six weeks to get paid. This is very unfortunate when this was not a problem a year ago.

b) Importance of Parenting Programs: Ted spoke of the difficulties of his personal experiences with parenting and said that programs in parenting are needed in all our communities. He said that Parenting programs would help to improve the communication of parents with their children and teenagers and would help to resolve many of the social issues that are causing problems in the Tłıchǫ communities today. The CEO spoke of the various initiatives that the Tłıchǫ Community Services Agency has supported including the work Dave Matthews was doing with the Parish last year and the FASD parenting workshops held this fall. He said the Tłıchǫ Community Services Agency work is not consistent or coordinated from year to year and we could do better.

6. Information Items

6.1 Information Workshop: Trappers Lake Workshop & Business Planning

This document was noted by Agency Board members.

6.2 Letter to the Minister of Education: Funding and 22yr old

This document was noted by Agency Board members.

6.3 Briefing Note and Member's Statement & Questions: Elder's Home

This document was noted by Agency Board members.

6.4 Report: GNWT H&SS 2004-05 Community Client Feedback

This document was noted by Agency Board members.

6.5 Nomination of Tłıchǫ Community Services Agency for the national IPAC Award (The Institute of Public Administration in Canada)

This document was noted by Agency Board members. Mark Cleveland, the D/M of GNWT/ECE stated during their visit to the TCSA that the GNWT is currently looking for a contractor to develop the necessary material for the nomination which is due by the end of March.

6.6 Shared IT Services with the Tłıchǫ Government

This document was noted by Agency Board members.

6.7 Organization Charts: Tłıchǫ Community Services Agency

This document was noted by Agency Board members.

6.8 Correspondence from ECE/ Preparation of 06-07 School Calendar

This document was noted by Agency Board members.

6.9 Newsletter from Tłıchǵ Trades & Technology Program

This document was noted by Agency Board members.

6.10 Policy Handbook from the DCSB

This document was noted by Agency Board members.

7. Other: There were no other items scheduled or discussed at this meeting.

8. Next Regular Meeting/ Adjournment and closing prayer. It was agreed by members that the next meeting would be scheduled in 6-8 weeks around the participation of an appointment of a Gamètì representative. It is intended that the meeting will focus primarily on budgets and financial statements as well as selected policy development. Alfonz Nitsiza said the closing prayer and adjourned the meeting.

The minutes are approved as written by motion of the Board.

Chairperson

Date

Chief Executive Officer

Date

To Do Items arising from this meeting/ February 22-24th 2005.

- Item 1 (1) Write a letter to the Gamètì Chief requesting a permanent representative to the Tłıchǵ Community Services Agency. (CEO)
- Item 2 (5.1) Liaise with CCHSA, secure budget and appoint staff coordinator with ISDM funding for TCSA Accreditation Project. (Director of H&SS, CEO)
- Item 3 (5.2) Arrange Board member training with April Policy Governance workshops in Calgary. (CEO)
- Item 4 (5.4) Arrange chairperson compensation and increased roles & responsibilities as per motion/option 4b) (Director of F&A, CEO, Board Coordinator, Chairperson)
- Item 5 (5.4) Arrange Board member compensation as per motion (Director of F&A, CEO, Board Coordinator, FMBS manager)
- Item 6 (5.8 Behchokǵ a) Speak to PR/KK about adding Joe Mackenzie to the planning committee for the Fall Hunt/Staff Orientation.

- Item 7 (5.8 Behchokò b) Arrange with Chairperson, Behchokò member suitable recognition for GM's retirement (Director of Education, CEO)
- Item 8 (5.8 Behchokò d) Speak to ES regarding Board decision on supremacy of school operational requirements as per participation in TG events. (CEO)
- Item 9 (5.8 Wekweetì a+b) Review Wekweetì contribution for janitor and secretarial services and discuss w/DEA (Director of Education, CEO)
- Item 10 (5.8 Whatì a) Seek better solutions for casual payroll with FMBS (CEO)