

Date: April 19-21st, 2006.

Location: Explorer Hotel

Members Present:

Behchokò :	Joe Mackenzie	Gamèti:	David Wedawin
Whati :	Ted Nitsiza	Wekweeti:	Bobby Pea'a, DEA Rep.
Whati:	Alfonz Nitsiza (chair)	Wekweeti:	Noella Kodzin
Whati:	Mary Ann Jeremicka, DEA Chairperson		

Regrets: Sherri Knapton-Pain, DEA Rep from Behchokò; Mabel Gon, DEA Rep from Gamèti

Staff Present: Jim Martin (CEO); Lucy Lafferty, Director of Education; Anna Beals, Director of H&SS; George Blandford, Director of Finance; Philip Rabesca, Interpreter; Jonas Lafferty, Interpreter.

Alfonz Nitsiza welcomed the representatives to the meeting, called the meeting to order and asked Noella Kodzin to say the opening prayer.

1. Approval of the Agenda: The Chairperson asked the CEO to introduce the meeting through a survey of the agenda. Alfonz asked that we should look at adding the election of a Deputy Chairperson to the Agenda at 5.7; David Wedawin asked that a letter be placed on the agenda dealing with local concerns about the length of time it takes to get casual paycheques and the difficulties it is causing hiring local staff in the communities. Mary Ann Jeremicka asked that their concern about the numbers of DEA members be addressed. Bobby Pea'a asked that issues regarding students attending school for grade 12 be addressed.

Motion 06.04:01 to approve the agenda including the additions as noted by the members; Moved by Joe Mackenzie; Seconded by Noella Kodzin; carried.

2. Review of Previous Minutes

2.1 Special Planning meeting March 29, 2006 in YK

Motion 06.04:02 to approve the minutes of the special planning meeting held on March 29th, 2006 in Yellowknife. Moved by Ted Nitsiza; Seconded by Joe Mackenzie; Carried.

2.2 Regular Meeting February 22nd, 2006 in YK

Motion 06.04:03 to approve the minutes of the regular meeting held on February 22, 2006 in Yellowknife. Moved by Ted Nitsiza; Seconded by Joe Mackenzie; Carried.

3. Reports from Management:

3.1 Overview of the Meeting: At the request of the chair, Jim Martin discussed the business of the meeting ahead. Important tasks include the scan of the business plan for 2006-07 and the associated budgets including H&SS which is ready for review and

approval at this meeting and the Education budget which is not ready yet, but which we can review and discuss issues that the members would like to see addressed. This draft budget will then be distributed to DEA chairpersons, the principals and Agency Board members prior to the next meeting in June.

4. Reports: Delegations

4.1 Tobacco Rap with Denise Neumann-Fuhr of the Tłıchǫ Wellness Centre

This presentation was tabled for another meeting due to a lack of time.

4.2 Review of NWT H&SS Facilities Report

This presentation has been rescheduled to a later mutually convenient date for both presenters and the Agency Board members.

5. Action Items

5.1 Review of 2006-07 Business Plan scan of proposed work

The CEO provided an overall scan of conditions, challenges and issues facing the Agency over the next year. Although there has been an attempt to try to focus on a few major priorities, in fact the Agency remains in a developmental situation facing a wide variety of challenges and requiring responses to a series of issues. The following are areas of suggested and required focus for the coming year:

Focus 1.1 Communications: Improve internal, external Board communications at all levels and in all ways...the major focus here will be the design, setup, implementation and maintenance of the website... communication from the Board members to the public...through the DEA's, community governments and the chair through the media.

Focus 1.2 IT services: Improve computer and technical services to all TCSA staff by communicating effectively, providing timely service, build stronger infrastructure with redundancy capacity; implement Help Desk shared services and resources with TG.

Focus 1.3 Business Planning Process ...Improve and communicate business planning processes and outcomes, develop primary strategies and secondary focus and manage to the the plan through regular accounting by managers.

Focus 1.4 Management Information System...Develop a local TCSA MIS system based on data leading to measures and outcomes important to Tłıchǫ Community Services Agency Managers and the Board members and relevant to our business plans. Ensure systems exist to collect data on a regular basis and begin to develop benchmarks wherever possible by going back in time to track progress or decline.

Focus 1.5 Accountability of the Board...Develop systems of accountability for the Board and for senior managers...reporting to the public, GNWT, Tłıchǫ Government and the Tłıchǫ Assembly, the development of an Annual Report. Also look at Board governance training and setting measures of effectiveness.

Focus 1.6 DEA Roles & Responsibilities: Develop clearly defined roles and relationships for both Agency and DEA's. Begin developing DEA roles as Community Services Authorities paralleling the scope of authority at the regional level initially perhaps with regular reporting to DEA's at the local level by H&SS program leaders, but also look at feasibility of implementing sections 56-59 of the GNWT Child and Family Services Act.

Focus 1.7 Finance & Administration Services: Reorganize as necessary to produce services to managers and staff including meeting deadlines for GNWT budgeting and reporting, regular financial reports to TCSA staff.

Focus 1.8 Cosmology Project...Continue to work with TG to develop the scope of the Tłıchǫ Cosmology Project and a framework for Tłıchǫ Plan as per the Intergovernmental Services Agreement. Develop a clear methodology as per the experience of the DDBE with the development of the mission statement and also see Nancy Gibson's work in Qualitative Data Analysis in Pimatziwin. See H&SS and the development of the community standards project below at 3.2.

Focus 1.9 Connections with Tłıchǫ Government: Develop formal, recognized reporting relationships with the TG through Chair and Executive Director activities with Gathering, Assembly, and Executive as well as Executive Director participation with senior TG staff at regular briefing meetings. The development of the shared services arrangement with IT should be complemented by research looking at the eventual integration of the Tłıchǫ Community Services Agency with the Tłıchǫ Government.

2. Integrated Services...*working together & teambuilding across functions*

Focus 2.1 Health & Safety Committee...Implement a working committee with representative Tłıchǫ Community Services Agency staff reviewing health and safety procedures in the Agency. The Committee will develop Terms of Reference, hold regular meetings with agendas and minutes distributed to all staff, conduct assessments, investigations, provide reports to management, sponsor training and collect appropriate resources etc.

Focus 2.2 Early Childhood & Parenting Strategy ...Implement a cross-functional team from education (early childhood programs) and health and social services (pre-natal and family support programs) bringing together educators and healthcare workers to develop an overall early childhood and parenting strategy for the Agency, promote teamwork, integration and collaboration.

Focus 2.3 Tłıchǫ Healing Path Strategy Implement Team leader position for the wellness strategy...clarify management roles for reporting, performance appraisals etc. Training and role development for Wellness Trainees...youth based mental health and wellness programming such as peer support, tobacco cessation, wellness fairs, ...implement community education piece for the wellness strategy.

Focus 2.4 Speech and Language Programming... Implement cross-functional team to develop strategy to provide speech and language programming to children in the region. The initial plan is to train a speech and language paraprofessional(s) who will provide direct services to schools.

3. Health and Social Services

Focus 3.1 Accreditation Process: Implement an accreditation process through the Canadian Council on Health Services Accreditation (CCHSA) to evaluate the services and improve the quality of our Community Health Services including acute care, home care, mental health, addictions, substance abuse and gambling, public health, emergency medical services and child welfare. The project will be coordinated by the ISDM Coordinator, a new position at the Tłıchǵ Community Services Agency reporting to the Director of H&SS.

Focus 3.2 Child & Family Services & Cosmology: Section 56 through 59 of the NWT Child and Family Services Act (1998) does allow for the establishment of “community standards” to be used to determine the level of care necessary to meet a child’s needs, and whether or not a child needs protection. As part of the Cosmology Project and a first initiative of the Tłıchǵ Plan we would like to look for the values found in traditional stories told by the elders to develop culture based community standards to determine the level of care a child needs and whether or not a child needs protection. Phase two can be working with the Tłıchǵ Government/ DEA’s to implement Child and Family Services Committees in each Tłıchǵ community.

Focus 3.3 Public Health Campaign Implementation: Develop and implement a comprehensive community education plan for Sexual Health/ Sexually Transmitted Infections, diabetes and establish measurable targets for the elimination of TB. Involve Community Health Representatives, elders and other local staff as well as use Board members in the media and other community forums. See also 3.4 Pandemic Planning and 2.3 Healing Path

Focus 3.4 Pandemic Planning/Emergency Planning Readiness: Develop a comprehensive pandemic plan within an overall emergency planning readiness process for the Tłıchǵ Community Services Agency. Coordinated by Mary Adele Bishop Emergency Services staff, the plans will describe the roles played by Tłıchǵ Community Services Agency staff and facilities in the event of community emergencies, along with the necessary coordination with community governments and GNWT/ MACA.

Focus 3.5 Renovations to MAB Health Centre: Manage disruption to programs with renovations to Health Centre. The renovations are necessary to accommodate expanding programs in emergency services, public health, home and continuing care, physician’s services and a proposed future role as a Teaching and Orientation Centre for northern healthcare professionals.

Focus 3.6 Continuing Care and Independent Living: Strengthen regional services with consistent visits and development of Elder's Day program in Behchokò.

4. Education

Focus 4.1 Alternative Program Pilot at CJBS: Develop and implement alternative program for high risk students in Rae-Edzo. Document and insert intrinsic value as accredited coursework...focus on community service, active learning, wellness, life skills and counseling.

Focus 4.2 Attendance Strategy: Renew a focus on keeping kids in school consistently while looking at programming strategies, seasonal attendance patterns, suspensions etc. Also see 4.1, 4.3, ...also look at Over 22 years old in the system...develop policy and strategy in view of a two year moratorium on funding.

Focus 4.3 Future of Trades and Technology: Implement a community/ school review of trades and technology programming in the high school recognizing that 2007-2008 is the end of MTS funding. Look at community desires, future options, develop a plan with funding. Look at programming at Mezi Community School as well with a view to regional integration of programming.

Focus 4.4 Early Childhood Programming: Review Early Childhood programs in relation to other NWT strategies towards implementing full day kindergarten, as well as rationalize programs with TG.

Focus 4.5 Improve student achievement in all schools and develop consistent measures to show progress including the Departmental standardized testing program in 3, 6, 9 and 12.

Focus 4.6 Language and Culture...revitalize materials production to support aboriginal language and culture programming. Develop a 3 year plan for materials production and project development and completion. Work alongside TG for the development of foundation materials such as digitized elder's stories and commentary, training and materials such as dictionaries etc.

Focus 4.7 Training of Aboriginal Staff for the implementation of Tłıchǫ Yati and Naawo programming including Teacher Education (TEP), Aboriginal Language Instructors, Interpreter/Translators. Develop partnerships with the Tłıchǫ Government and Aurora College...southern universities as appropriate.

Focus 4.8 Grade extensions to Gamètì and School Construction ..planning for grade extension to grade 10 in Gamètì. Review options for Wekweetì high school programming.

Focus 4.9 Inclusive Schooling implementation with the new Directive. Review requirements for an effective implementation including a possible reorganization to have PST's report directly to the Agency Consultant not to principals.

Focus 4.10 Tł̄chq̄ Scholarship Program: work with the Tł̄chq̄ Government to review the Scholarship Program and links to Tł̄chq̄ Community Services Agency.

Focus 4.11 Review school review process in line with accreditation process taking place on H&SS side of the organization.

Focus 4.12 Revisit School Library Resource Program ...look at former work in this area and develop and implement policy in this area incorporating the role of the Tł̄chq̄ portal on the worldwide web in providing resources

Joe Mackenzie spoke about the amount of work that is involved in dealing with all of these issues. He mentioned that the extensive workload is one of the reasons that the chairperson was given more time to work with the staff and the GNWT Ministers as well as the Tł̄chq̄ Government. David Wedawin spoke about the critical importance of communication. Mary Ann Jeremick'ca spoke about IT services and the usefulness of training for using computers.

Motion 06.04:04 to approve in principle the scan of the business plan for 2006-2007. Moved by Ted Nitsiza; Seconded by David Wedawin; Carried.

Motion 06.04:05 to approve the proposal whereby over the next few years DEA's develop into Community Services Authorities reflecting the integrated services model of the regional Agency and begin with implementing sections 56-59 of the Child and Family Services Act. Moved by Ted Nitsiza; Seconded by David Wedawin; Carried.

5.2 Approval of the 2006-2007 H&SS Budget

George Blandford and Anna Beals reviewed the proposed H&SS budget with the members. They discussed the Summary of Revenues versus expenses, and then the detailed expenditures by program. They discussed Administration and Support, Ambulatory Care, Community Health Programs, Social Programs, Mental health and addictions, Continuing Care and the Seniors Home in Behchok̄ and well as some smaller projects based on contribution agreements from the GNWT and the federal government.

Motion 06.04:06 to approve the budget for H&SS for 2006-2007. Moved by Ted Nitsiza; Seconded by David Wedawin; Carried.

5.3 Review of the 2006-2007 Education Budget: George Blandford

Lucy Lafferty, George Blandford and Kyle Kelly spoke of various issues that will be at the forefront in developing the education budget. Various Issues that require attention are the fiscal period of the period. It is suggested that the schools and DEA's continue with a school year fiscal year so that staff will not be confused with having 2 budgets in a single school year; School Facility security is a huge issue in Behchok̄ especially at EMES where there have been over 30 break-ins in the last few years. If this danger to the school

is not managed, it is possible that the insurance companies will not insure the schools; Speech and language services for young children and students is very important for student success and H&SS and Education will work together to train people with these skills; Casual wages remains a major issue with many elders and cultural instructors refusing to work for the schools in all communities. Members said that the Department of Education needs to be involved to protect the interests of the cultural programs in the communities. Kyle mentioned that a recent study on school attendance Mary Ann spoke out in favour of getting resources for Whati in speech and language.

Motion 06.04:07 to approve a letter from the chairperson to the Minister of Education regarding the problems with the casual payroll and followup with meetings with MLA to ask for support in the legislature. Moved by David Wedawin; Seconded by Noella Kodzin; Carried.

5.4 Strategy for dealing with maintenance problems at JESH/ Behchokò : Anna spoke about the concerns with the maintenance services provided by the NWT Housing Corporation to the Jimmy Erasmus Seniors Home in Behchokò. Many problems continue to exist after repeated requests for maintenance and the poor maintenance of the building is having an effect on the care of the elders. Members expressed concern and asked that the chairperson meet with the MLA as well as with the President of the NWT Housing Corporation to try to get their attention and get some positive action.

5.5 Annual CEO Evaluation: Jim Martin spoke about the annual evaluation of the CEO and discussed the format that has been used by the former Board. Jim expressed the view that the evaluation was very important as a time for the Board members to express their faith in the work of the CEO, and/or to indicate problems that they would like to see corrected over the next evaluation period, or even to terminate the contract with the CEO if members were very unhappy with the work that is being done or left undone, as the case might be. Jim said that the CEO's job is impossible to do with out the full support of the Board members and said that this is an opportunity for people to express their feelings and concerns. Jim introduced Jane Weyallon, the Manager of the Tł̨chq Human Resources Services Centre in Behchokò who will be able to assist the Board in dealing with the evaluation.

Motion 06.04:08 to approve that Jim Martin leave the room and that the Board move to an in-camera session. Moved by Joe Mackenzie; Seconded by Ted Nitsiza; Carried.

Motion 06.04:09 to approve that Jim Martin be brought back into the room and that the Board move out of the in-camera session. Moved by Noella Kodzin; Seconded by David Wedawin; Carried.

The chairperson Alfonz Nitsiza said that in general the Board members were very happy with Jim Martin's performance and wanted him to continue as CEO. He discussed the scoring of the different areas of the evaluation form. He said that the Board would approve a bonus for the past year's work. Jane Weyallon would document the evaluation and the Board's intention for the GNWT. Jim was asked for a response. He said that he

was very pleased by the Board's faith in his work and said that he loved the work with the Agency and working with the staff and Board members.

5.6 Community Concerns: a) Behchokò : Joe Mackenzie said that he wants the local DEA to set direction on how to deal with H&SS and Education. At our recent cosmology meeting he said the point was made that we are in a crisis situation and we need to deal with this project as soon as possible. Joe said he would like to learn how to write and read the Tłıchq language. Joe expressed interests in adult education in the communities and wondered how many people are accessing the programs. Lucy said that she is meeting with Lin Maus next week and would try to get this information at that time. He spoke about a large group of people out there who have no formal education or experience on the land and the need to find strategies to deal with them. Lucy spoke to Joe about concerns of parents that there are a large number of wolves and bears around and there are concerned about these dangerous animals and their children on cultural camps. Joe said he could do presentations in the schools about bears and safety in the bush.

b) Gamèti: Letter of Concern regarding casual payroll practices and hiring of local staff; David Wedawin talked about some community concerns related to school attendance and the winter road. Now that the road has closed, the attendance should go up. He said he was very pleased that the school addition and the gymnasium is going ahead in Gamèti. He thanked Jim, Lucy and Alfonz for their work in this matter. He spoke about a teacher who had left the community and that a new teacher had replaced them. He also spoke about the importance of having the casual payroll in the local DEA's so that elders can work for the schools and be paid promptly (see letter). He repeated his earlier request that male and female doctors come to the community so that people Joe Mackenzie spoke about the importance of ensuring health issues are on the local agenda.

c) Wekweeti: Bobby Pea'a said that he would like to talk about concerns with the school janitor position. He wondered why the funding for the janitor was cut. He spoke about the importance of using the Tłıchq language at meetings. Jim Martin responded to Bobby's concerns about the janitor position and funding cuts by explaining that the funding was always ½ Education funding and ½ DPWS funding. DPWS had been unhappy for several years that the janitor refused to do the maintenance work that they required and so they pulled their funding this past year.

d) Whati: Mary Ann Jeremick'ca spoke about the need for direction on getting other members to sit on the local DEA. She said Alfonz is not on the local DEA since he has been appointed as chairperson; she spoke about the on the land programs she had seen in the Sahtu. She spoke about the importance of looking into the implementation of such programs here. We need to take back responsibility personally and as a board. We need to speak of this in the community and parents need to take control and get their children to school. She spoke of meeting with the high school students and the need of talking to them and finding solutions with them of why they are late and missing school. As a local DEA we need to meet about the school cabin and look at repairs and furniture. She spoke

about the proposed Child and Family Services committee. She said that she knew as a former social worker, she knows what this means and she knows how it can help the people. This committee will help to give people a say in what will happen with children and she believes that it will really help the three smaller communities with some of the social problems that we have. She spoke about the concerns she had where people who do not speak English well do not go to the counselors. Ted said that there needs to be more meetings at the local level and much better communication between local managers such as principals and the DEA's. There was discussion about problems with a janitor in the school and possible solutions.

5.7 Other...Election of a Vice-Chairperson: the chairperson discussed the need for a vice-chairperson to act for the chair when the chair is not available. Members agreed and asked Joe Mackenzie if he would be willing to accept the position.

Motion 06.04:10 to nominate Joe Mackenzie as Vice-Chairperson; Moved by Ted Nitsiza; Seconded by Noella Kodzin; Carried.

6. Information Items

6.1 DVD orientation to the TCSA: Strong Like Two People: Members viewed the DVD produced by Outcrop originally for the Minister of Education, Culture & Employment on the Tłıchǫ Community Services Agency.

6.2 Mission Statement: Strong Like Two People: Jim Martin gave a brief orientation to the mission statement recapping the information that was provided in the workshop at the last meeting. He spoke of where the vision Strong Like Two People came from. Joe Mackenzie spoke about the importance of the statement. Philip Rabesca read the mission statement in Tłıchǫ and members spoke about how meaningful it is. Mary Ann Jeremick'ca spoke about the need for people in the communities to understand the mission statement. Members agreed that the statement should be brought home and discussed by the Board members

6.3 Web site for the Tłıchǫ Community Services Agency: Using a data projector and a connection to the internet, Jim Martin showed the members the Tłıchǫ portal material on the development server belonging to Outcrop in Yellowknife. Although it is not public at this time, members viewed the staff intranet capabilities of the web site, the sections for the Tłıchǫ Government, the Tłıchǫ Community Services Agency, the Tłıchǫ businesses and the communities.

6.4 Tłıchǫ Cosmology Workshop at Trappers outside YK

This item was noted by Agency Board Members.

6.5 Information on the Governance Conference in Toronto

This item was noted by Agency Board Members.

6.6 Discussion Paper: Separate Employer Status for DEC's

This item was noted by Agency Board Members.

6.7 A Proposal for Year 2 of the Tłıchǵ Trades & Tech Program

This item was noted by Agency Board Members.

6.8 Child & Family Services Act: section 56-59

This item was noted by Agency Board Members. Members discussed the issues as part of section 5.1 of the scan of proposed Business Plan work for 2006-2007.

6.9 IPAC Award Nomination documents

This item was noted by Agency Board Members.

7. Next Regular Meeting/ Adjournment and closing prayer. It was agreed that the next regular meeting would be held in the middle of May if work schedules permit. It was noted that the Minister of H&SS wished to meet with the Board. The closing prayer was said by Bobby Pea’a.

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

Chairperson

Date

Chief Executive Officer

Date

To Do Items arising from this meeting/ April 19-21, 2006.

- Item 1 (5.1) Develop plans for DEA’s becoming CSA’s through the additional responsibilities of Child & Family Services Committees. (CEO, Director of H&SS)
- Item 2 (5.3) Review with a view to improving speech and language services for Whatı and the communities (Director H&SS, Education)
- Item 3 (5.4) Review concerns about the maintenance of the Elders Home in Behchokǵ with the MLA. (Chairperson)
- Item 4 (5.5) Convey Agency CEO Evaluation to GNWT (Manager of TSC/FMBS)
- Item 5 (5.6) Research the number of adults accessing adult education programs in the Tłıchǵ communities. (Director of Education)

- Item 6 (5.6 b) Write letter to the Minister of Education requesting action on the casual payroll and work with MLA to influence legislature (CEO, Chairperson)
- Item 7 (5.6 b) Review procedures with YKH&SS regarding sending male and female doctors to the communities with a view to get services from both genders (Director of H&SS)