

REGIONAL MANAGEMENT
COMMITTEE MINUTES
1979

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OCTOBER

SEPTEMBER

A G E N D A
REGIONAL MANAGEMENT COMMITTEE MEETING
MONDAY, AUGUST 27, 1979
1:30 P.M.

- | | | | |
|----|--|--|--------------|
| 1. | Review and adoption of previous minutes | | |
| 2. | Resource Forecasts and Report on HQ Meeting | - information and fore-warning (15 min.) | - I. MacLeod |
| 3. | Staffing Moratorium (Mr. Hunealt's memo of Aug. 16 attached) | - information and discussion (10 min.) | - B. Beaver |
| 4. | Contribution Arrangements Training Package | - information (2 min.) | - M. Hay |
| 5. | Round Table Discussion | | |



OTTAWA, Ontario K1A 0H4
August 16, 1979

OTTAWA (Ontario) K1A 0H4
le 16 août 1979

Your file Votre référence

Our file Notre référence

Directors of Personnel
Regional Personnel Managers

Moratorium on Staffing

In view of the recent announcement by Treasury Board concerning the above mentioned subject, the following processes will be implemented in order to ensure systematic feedback to the Deputy Minister on personnel activities:

1. Staffing

- a. Now that the moratorium has ended, the Deputy Minister's authority to staff positions is no longer required. However, the weekly staffing report should continue to be submitted until the end of August. I expect that after the end of August a monthly report will suffice.
- b. Item 4 of the letter to Mr. Kroeger from Dr. LeClair is self-explanatory and I urge you to make use of term appointments, acting pay, acting appointments or secondments when feasible unless requirements for permanent staff is clearly identified and warranted.
- c. I wish to stress that in achieving a 2% reduction in person years utilization care must be taken to ensure that this is done by attri-

Directeurs du Personnel et aux
Chefs régionaux du Personnel

Blocage de la dotation en personnel

Dans le cadre de l'annonce récente du Conseil du Trésor sur le sujet précité, les procédures suivantes devront être mises en oeuvre afin que le Sous-ministre reçoive du feed-back sur les activités du personnel.

1. Dotation

- a. Le blocage de la dotation étant maintenant terminé, l'autorisation du Sous-ministre pour doter des postes n'est plus nécessaire. Cependant le rapport hebdomadaire de dotation devrait continuer à être soumis jusqu'à la fin d'août. Je prévois que par la suite, un rapport mensuel suffira.
- b. Le point n° 4 de la lettre de Monsieur M. LeClair adressée à Monsieur A. Kroeger se passe d'explications. Je vous recommande de recourir aux emplois à durée déterminée, aux traitements intérimaires, aux nominations intérimaires et aux affectations provisoires chaque fois que cela est possible sauf si la nécessité d'avoir du personnel permanent a été clairement déterminée et justifiée.
- c. Je désire souligner qu'en procédant à la réduction de 2% des années-personnes, il faudra s'assurer de compter sur les départs naturels ou les réorganisations plutôt que

tion and redeployment rather than by lay-off. However, lay-off may still be necessary as a result of previous departmental policy, such as the transfer of schools to bands.

- d. In item 7 of the letter to Mr. Kroeger, Dr. LeClair stated that the Treasury Board will propose that term employees with over five years continuous service will be given the same opportunities for continuing employment as indeterminate employees. Until agreement has been reached on this proposal, I ask you to give careful consideration for alternate employment to these employees when their terms are due to expire.

2. Classification

Now that positions which have been vacant for over six months have been abolished, managers are in a position to conduct a thorough revision of their organizations and to critically assess the need to create new positions.

As in the case of staffing, the existing delegated authorities are not altered; however, monthly reports commencing on August 31st will be submitted to the Deputy Minister. These reports should identify:

- the establishment of totally new positions;
- the re-creation of positions that had been abolished because of having been vacant for 6 months or more prior to August 7;
- reclassification of any position;
- deletion of any position.

sur les mises en disponibilité. Cependant, les mises en disponibilité qui résultent de l'orientation antérieure du Ministère seront peut-être nécessaires comme dans le cas du transfert des écoles aux bandes.

- d. Au paragraphe n^o 7 de la lettre de M. LeClair, ce dernier dit que le Conseil du Trésor proposera que les employés à durée déterminée qui sont à l'emploi de leur ministère depuis plus de cinq ans aient les mêmes possibilités d'emploi continu que les employés à durée indéterminée. Jusqu'à ce qu'on en soit venu à un accord au sujet de cette proposition, je vous demande de considérer les possibilités d'emploi de ces employés lorsque leur période d'emploi est sur le point d'expirer.

2. Classification

Maintenant que les postes vacants depuis plus de six mois ont été abolis, les chefs de service pourront facilement effectuer un examen complet de leur organisation et évaluer d'un oeil critique la nécessité de créer de nouveaux postes.

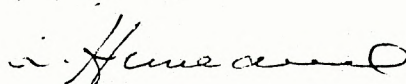
Comme dans le cas de la dotation, il n'y a aucun changement aux pouvoirs délégués; cependant, à compter du 31 août, des rapports mensuels devront être soumis au Sous-ministre. Ces rapports devront faire mention de:

- la création de nouveau postes;
- la recreation de postes qui avaient été abolis parce qu'ils étaient vacants depuis six mois ou plus avant le 7 août;
- la reclassification des postes;
- la suppression des postes.

3. Finally, I wish to reiterate that the government is committed to maintaining or improving the proportions of native peoples, women, francophones and handicapped in the federal public service. Our Action Plans for these groups remain unchanged and must be carefully assessed when carrying out staffing or reduction activities.

3. Enfin, je vous rappelle que le gouvernement s'est engagé à maintenir ou améliorer la proportion des autochtones des femmes, des francophones et des handicapés dans la Fonction publique fédérale. Nos plans d'actions concernant ces groupes demeurent les mêmes et doivent être examinés soigneusement lorsqu'il est question de dotation ou de réduction de personnel.

Le Directeur général du personnel


Louis Huneault
Director General of Personnel

cc - Assistant Deputy Ministers
DMC Members
Regional Director Generals
Regional Directors

cc: aux Sous ministre adjoint
aux membres CMG
aux directeur général régional
aux directeur régional

MINUTES OF
REGIONAL MANAGEMENT COMMITTEE MEETING

AUGUST 20, 1979 - 0900 HOURS

In attendance were:-

E. Harrigan	I. MacLeod	A.G. Yuile
G. Mullin	H. Potts	B. Agarwal
T. Morton	G. Miller	Z. Luidmanis
B. Bennett	W. Garand	M. Hay
A. Sutherland		

REVIEW OF PREVIOUS MINUTES

Gordon Miller stated that in reference to the government exhibit in the Automotive Building prior to the CNE's official opening, our department was not represented.

Correction to Item #2 of the last minutes in which the sentence should read "..... Review Committee mandate was raised although it is pointed out that all senior managers received a copy of the mandate."

The minutes were then adopted.

BUDGET REVIEW

I. MacLeod handed out a document which he stated is the result of the review we went through last week after talking to the managers. If we spend the way we are projecting we are going to have a \$4.6 deficit.

A. G. Yuile emphasized some of the points raised by I. MacLeod and thanked the Committee for putting together the information.

Mr. Harrigan mentioned that he talked briefly with Brian Veinot regarding this exercise. His view was that it was not necessary to go in with a zero deficit. They are looking for sufficient justification for Treasury Board for the units involved in the cost. If the figures in the non-discretionary area can be justified then we are okay.

Each non-discretionary and discretionary item was reviewed in detail.

Social Assistance	-	\$200,000 for care of adults should be isolated and should be shown that it would be covered out of administration.
Education	-	3/4 of the \$10 million is already committed. 1/4 million is federal school maintenance

- 1/4 million payment to bands for social councillors
- 1/4 million for occupational skill development and school committee funding
- the remainder is given out as BCRs

Gordon Mullin stated that if we were to be held to our present amount a number of things would have to be cut. Non-federal cannot be cut, you just have to pay for what the province bills you. He mentioned that the bands we are looking after are going to get their money and the bands we are not looking after are not going to get their money.

Gordon Miller questioned whether something was not already in the works regarding energy consumption to which Alex Yuile replied that Gordon Conquergood was responsible for the energy consumption program.

Salaries

- The \$331.2 surplus is a result of the reduction in man-years by headquarters.

The question arose whether it was worthwhile to show the surplus in salaries or perhaps it could be left with an explanation to the effect that because of the already imbalance experienced across Canada it would be unfair to take anything from Ontario. However the general opinion was that the \$331.2 surplus should not be shown at this time.

Other O & M

- It was decided that there should be a detailed breakdown of this.

Capital

- Bill Garand mentioned that they can have \$755,000 right now as a result of the freeze. Within a month we can safely identify \$1 million but at this time we cannot say where that \$1 million will be coming from.

All Other Contributions

- It was suggested that this should be broken down in terms of activity. Class if recipients would be sufficient.

It was suggested that we should show 3 parts instead of 2, i.e.

- Non-discretionary
- Quasi Non-discretionary
- Discretionary

H.Q. may be after more information on All Other Contributions in particular the uncommitted areas.

It was mentioned that headquarters will be asking about the 2% P/Y reduction. It was suggested that we identify the actual 17 person-years or keep the freeze on and show what comes out of that.

Appendix B - Education

Gordon Mullin mentioned that at the start of the fiscal year the only item under Federal Schools in the non-discretionary area was Instruction. The remaining items were in the discretionary area. The original \$1 million was strictly for Instruction. When headquarters gave us the discretionary money the other three were moved into the non-discretionary area under Federal Schools. They were therefore moved without additional funding. The requirement for \$2.4 is to beef up those three areas.

Spending Restraints

Regarding the telex from D. Nicholson on the questionnaire, it was the general impression that it was to be an individual need and assessment and program managers were asked to complete them and have them sent in to Marilyn Hay before August 31, 1979.

A G E N D A

REGIONAL MANAGEMENT COMMITTEE MEETING

MONDAY, AUGUST 13, 1979

1:30 P.M.

1. Review and adoption of
previous minutes
2. Review of Mandate for.
Contribution Arrangement
Review Committee
 - Discussion and Direction (package distributed to
Committee Members for
pre-reading)
 - I. MacLeod
3. Visit of Auditor General
Representatives:
Survey of Planning
 - for information
 - I. MacLeod
4. Round Table Discussion

MINUTES OF
REGIONAL MANAGEMENT COMMITTEE MEETING

AUGUST 14, 1979

In attendance were:-

E. Harrigan	A. Yuile	I. MacLeod
G. Mullin	H. Potts	R. Anoil
J. McFarlane	T. Morton	G. Miller
Z. Luidmanis	G. Hancock	W. Garand
B. Agarwal		

1. Review and Adoption of Previous Minutes

Review and adoption of the previous minutes has been deferred until the next management meeting.

2. Mandate for Contribution Arrangement
Review Committee

With regard to the Contentious Issues Raised, Item (1), last sentence, a line was inadvertently omitted and should read:- "..... Review Committee was raised although it is pointed out that all senior managers received a copy of the mandate."

Ted Morton mentioned that item #3 of the Mandate seems to suggest that the "Band" is a legal entity and after a lengthy discussion on this it was agreed that item #3 should be rewritten as follows:-

"The Committee's Contribution Arrangements other than with band councils."

Gordon Mullin queried as to who is going to review all the contribution arrangements that we do not have samples for in the book. He mentioned that perhaps some kind of committee needs to be in existence to look at types of contribution arrangements that appear to be different.

It was suggested that someone from Engineering, Finance and Education be part of this committee and that also the districts should set up a committee to look at those assigned to the districts.

Greg Hancock questioned whether we need to have a contributions arrangements committee.

E. Harrigan stated that we should have a committee at least in the initial states to correct obvious

misinterpretations and errors.

Regarding Item #2 which states that the committee should report to the Director General, it was suggested that the reporting relationship should be to the Director of Finance instead.

Gordon Miller questioned whether there would be any form of training in the districts on contribution arrangements, to which Alex Yuile answered that he would be asking Marilyn Hay to draft up a plan with regard to training that would be uniformed throughout all the districts.

3. Round Table Discussion

E. Harrigan read a telex sent to all Directors General from Mr. R. D. Brown regarding a Management Committee meeting to be held in Ottawa on August 22. In addition to the management meeting, each Region will meet with Brian Veinot to review all data base information.

Gordon Mullin talked about the possibility of departmental people doing the interim audits required for contribution arrangement advances. It was agreed that the overall meaning is that it is to be an outside audit.

Mr. Harrigan suggested that we move into a system of audits where we have more interim audits instead of a final audit.

Z. Luidmanis distributed copies of and explained the contents of a telex from headquarters to the Regional Personnel Manager requesting the deletion of positions which have been vacant for more than six months.

Gordon Miller informed the Committee that during the week of August 13-17, CBC's University of the Air will be broadcasting from 6AM - 7AM, a program on Indians.

He also mentioned that there was a news clipping on the health and welfare of employees with regard to air conditioning systems and suggested that perhaps a memorandum be made up and sent to Department of Public Works finding out how our system works.

The Fort Frances situation with respect to busing issue is still alive. Mr. Miller mentioned that he spoke to Mr. McMillan and the situation is still unsettled. It appears that the department can do very little at this time to resolve the problem.

He added that the CNE is going to have a government exhibit and that each display will be shown between 10 A.M. to 12 noon. This will be covered in the Mocassin Telegraph.

Bill Garand mentioned that in regard to the Boundary Waters Canoe Act, apparently Chief Jourdain sent a proposal to the Minister for \$15,000 to pay his travel to Washington. They have been trying to find out what is in it but no one with the exception of the Minister has seen a copy of the proposal.

Bhoo Agarwal mentioned that on the subject of Polar Gas, the five Associations ahve formed a joint alliance to oppose the Polar Gas pipeline.

AUGUST

Jack

M I N U T E S
SENIOR MANAGEMENT COMMITTEE MEETING
WEDNESDAY, AUGUST 1, 1979

In opening the meeting, Mr. Harrigan welcomed the participants and reported that the Minister's speech of the previous evening at the All Chiefs' banquet had been well received.

Training

Dan Patterson spoke on the emphasis currently placed on needs relating to contribution arrangements. A Needs Assessment for southern districts was held at Regional Office on July 27th and Peter Hare conducted a training session for LGA's in northwestern Ontario.

Headquarters is developing a training package and training proposals are being developed for each district.

The training module will include bands and district staff and all districts are to be visited by Training Section and Mr. Hare. The needs of each district are to be assessed.

It is hoped these training activities will be given coverage in the Moccasin Telegraph.

J. Conduit emphasized the Region had no choice but to implement contribution arrangements.

The appointment of Marilyn Hay as Staff Training and Development Officer was announced.

Work Packages

J. Dunn and J. Gover presented a report. A proposed form for use in the updating process was distributed and managers were asked to submit their comments and recommendations at an early date on both the report and form.

It is planned to have managers update their Workpackages in approximately two months.

Native Employment Staff-Years

A. Yuile distributed information material on this topic and explained the official policy relating to it.

The draft O.R.L.C. plan on staffing was reviewed in detail and Mr. Yuile stressed the need for consultation with District Liaison Councils in determining the best use of available staff-years.

Mr. Yuile suggested a letter be prepared articulating the three options for NEP staff-years to be jointly signed by the Chairman of O.R.L.C. and the R.D.G. and staff-years use resolved at the local level.

Planning

Materials outlining the direction of Planning including thrusts, goals and range of services were distributed by B. Agarwal.

J. Conduit warned about infringements on program areas and the fact the planning process may tend to create false expectations in communities. He asked District Managers to review the paper with their staffs and to submit comments on their needs respecting planning services and perceptions of planning in writing prior to the next meeting. The district submissions are to be directed to Mr. Conduit.

Postponement of the Trist Seminar was announced.

Financial Arrangements with Bands

G. Mullin distributed Contributions Arrangements Guidelines for Ontario Region.

He explained that the following changes have been made:

Part IV is changed,

Parts V and VI are new.

Particular reference was made to the nine basic components for inclusion in any arrangements.

Finance is to oversee formation of a committee to deal with arrangements to be made with associations and individuals.

Mr. Mullin stated all Contribution Arrangements may have to be amended to read Her Majesty The Queen as represented by the Minister of Indian and Northern Affairs.

This change may be necessary to meet legal requirements.

The next meeting will be held in the Main Board Room at Regional Office on Thursday, September 6, 1979.

JULY

A G E N D A

REGIONAL MANAGEMENT COMMITTEE MEETING

MONDAY, JULY 23, 1979

1:30 P.M.

1. Review and adoption of
previous minutes
2. United Way Campaign - Discussion - attach. - K.R. Brown
1979/80 2-min.
3. Draft Regional Personnel - To describe procedures - A. Yuile
Guideline for 50% rule
4. Round Table Discussion

MINUTES OF
REGIONAL MANAGEMENT COMMITTEE MEETING
MONDAY, JULY 23, 1979

In attendance were:-

J. F. Conduit	W. Garand	D. Wellstead
K. C. Brown	I. MacLeod	G. Conquergood
G. Mullin	G. Miller	D. Patterson
B. Bennett	S. Patterson	B. Agarwal
A. Yuile	B. Beaver	W. Grant

1. REVIEW AND ADOPTION OF PREVIOUS MINUTES

Corrections to the minutes

- Item #2 - All Chiefs Conference. "Health and Social Services" should have been added to the list of topics as a 5th item for the conference.

The minutes were accepted as modified.

2. UNITED WAY CAMPAIGN

Ken Brown stated that the new objective was up from last year by \$700.00. He advised the Committee that each Section should raised funds by any means they can and suggested that a project be assigned to someone in their section who can do a good job. Managers were asked to identify their representatives as soon as possible and get back to Ken Brown.

While on the subject of United Way, Gordon Miller mentioned that the Native Canadian Centre would like to come in sometime during this campaign period to put on a promotion show for the staff.

3. DRAFT REGIONAL PERSONNEL GUIDELINE

The Draft Regional Guideline was distributed and described briefly by A. Yuile. The procedures however were highlighted by B. Beaver, who requested comments suggesting changes, etc.

A few suggestions/comments from the committee were:-

- that the guideline should be made a particular topic during staff meetings within the various Sections.

- clarify the PROCEDURES for the Regional Office as well, in relation to Item (i).
- that the ORLC be the mechanism re Native Representation

4. ROUND TABLE DISCUSSION

- | | | |
|----------------|---|--|
| I. MacLeod | - | gave the new departmental code number |
| G. Conquergood | - | advised that the Region had received their one copy of the national report "Capital Cost Evaluation Study: Contract vs Day Labour Projects" as prepared by Program Evaluation Branch, Ottawa. The 111-page report has a 5-page Executive Summary. Ontario Region contributed to the study by the school projects at Oneida-on-the-Thames and Christian Island. |
| G. Mullin | - | distributed and discussed briefly the format of the Contributions Arrangements final report. |

DISTRIBUTION

ALL PROGRAM AND DISTRICT MANAGERS

Attendees at meeting were:-

J. F. Conduit
F. Kelly
J. Bailey
B. Bennett
T. Morton
A. Yuile
S. Patterson
B. Agarwal

D. Patterson
I. MacLeod
D. Wellstead
G. Conquergood
G. Miller
G. Mullin
W. Grant (recording secretary)

MINUTES OF MANAGEMENT COMMITTEE MEETING

- JULY 16, 1979 -

1. Minutes of previous meeting

The Committee adopted the minutes of the previous meeting.

2. All Chiefs Conference - July 30 & 31 and August 1 Park Plaza - Toronto

Mr. Fred Kelly, Chairman of the upcoming All Chiefs meeting distributed and discussed a tentative agenda for this conference. If the proposal is accepted by the Chiefs, departmental officers will be asked to be available July 31 as resource people in the following areas:-

- Education
- Economic Development & Employment
- Housing
- Band Administration Matters

Mr. Kelly stated that according to the basis on which the items will be prioritized, individual rooms would be set aside to discuss each item. He stated that each group would strive to develop an unified position as a result of the discussion and present them to the Minister. After discussing this item, Mr. Kelly thanked the committee members and looked forward to their participating at this year's conference.

3. Contribution Arrangements

Mr. I. MacLeod announced the formation of a Contribution Arrangements Committee for our Region. A brief discussion ensued on the importance of established guidelines for Contribution Arrangements. Mr. MacLeod will be setting up this Committee.

4. Round Table Discussion

- | | |
|--------------|--|
| John Conduit | - mentioned that a draft Delegation of Authority document was sent out where authority would be taken away from the District Managers including BCR's. |
| I. MacLeod | - informed the committee that the call code used in placing long distance calls through the Ottawa operator can no longer be used, but that a new code number will be issued to the department sometime within the next week or two. |

- Brian Bennett
- mentioned that the Social Services Review final report is due this coming week and outlines the entire social services system. A full briefing will be given at a future management committee meeting.
- A Tripartite Steering Committee meeting will be held on July 30, at which the ICO will be presenting their evaluation of the process. It has now been confirmed that \$600,000 will be transferred from HQ for tripartite funding for 1979-80.
- B. Agarwal
- mentioned that the Trist Seminar is scheduled for August 28 and 29, but it was suggested by some of the committee members that the financial restraint guidelines should be looked at more carefully to determine whether this seminar is indeed affected by the restraint.
- Ted Morton
- mentioned that 34,000 acres of unsurrendered land will be given back to the Nippising reserve - July 17, 1979.
- A. Yuile
- stated that he and Mr. Harrigan met with Mr. L. Gibson, RDG, PSC regarding the 50% rule for the Selection Boards. He mentioned that a new bulletin is being issued indicating that all departments must seek indian representation on selection boards where the position requires contact with indian people.
- G. Mullin
- indicated that in reviewing the second letter sent out by HQ regarding Contribution Arrangements, there were some doubts raised regarding what TB authorities were superceded by the new guidelines on contribution arrangements.
- He also introduced to the committee a new system of filing using the microfiche.
- G. Miller
- asked what became of the agenda items for the upcoming meetings, to which Dan Patterson explained that a Calendar of Events was initially drawn up but was withheld within the last two months due to the restraint guidelines. Hopefully it will be forthcoming by the end of August or early September.

A G E N D A

REGIONAL MANAGEMENT COMMITTEE MEETING

MONDAY, JULY 9, 1979

1:30 P.M.

1. Review and adoption of previous minutes
2. Technical Training - information - G. Conquergood
5 min.
3. Contributions Arrangement - information - G. Mullin
5 min.
4. Brandon Education Workshop - information - G. Mullin
5 min.
5. Continuing Education Informa- - information - G. Mullin
tion System 2 min.
6. Round Table Discussion

MINUTES
REGIONAL MANAGEMENT COMMITTEE MEETING
JULY 9, 1979

In attendance:

E. Harrigan	J. Conduit	G. Conquergood	B. Bennett	A. Yuile
T. Morton	G. Hancock	B. Agarwal	D. Patterson	H. McGregor
G. Mullin	P. Hare	G. Miller	S. Patterson	J. Bailey
J. Dunn	A. Goldbach	P. Pellow		

1. Business arising from minutes of June 15:

- a) "The Project" - a meeting was held with program managers to determine indicators to be used in providing information to Headquarters. George Fotheringham met with staff to discuss project.

2. Technical Training:

Mr. Conquergood discussed recent developments in technical training. Models were on display relating to construction courses. A total of 44 courses are available.

3. Contributions Arrangements:

Mr. Mullin tabled paper indicating changes to be made to kit. Kit will be presented to ORLC on July 27. A number of issues were discussed, e.g. comprehensive arrangements, need for transferring discretionary/non-discretionary funding guidelines, etc. G. Mullin and J. Conduit will be meeting to discuss these issues.

The training plan and implementation plan for the region will be discussed at the August 1 District Managers' meeting.

4. Brandon Education Workshop:

Mr. Mullin tabled summary of meeting. Minutes are available from Mr. Mullin.

5. Continuing Education Information System:

This system is to be implemented first in Ontario Region with Peterborough as the pilot district.

6. Round Table:

G. Miller

- a) Current news items -i) story is to be done on Northwestern Ontario; D. Wallace is providing input ii) Fort Frances' bussing situation iii) Couchiching Reserve sewage project iv) Globe and Mail article on R. Monague.

- b) June/July issue of Moccasin Telegraph will be out soon. This is a special edition and will be distributed at the All Chiefs Conference.

- c) Speaking engagement July 17 at Lakehead University. Speech will be made available as resource for managers.

J. Bailey:

Sewage project for Couchiching Reserve has been held up owing to legal problems. Minister will be giving direction on this next week.

G. Hancock:

Three day conference was held at McMaster University for all Economic and Employment Development staff. Main areas of discussion were integration of the program, cost effectiveness and training. Evaluations are forthcoming.

A. Goldbach:

- a) Reminder to managers to use DSS copier services
- b) I. McLeod, Director of Finance will be reporting next week.

G. Mullin:

Northern Nishnawbe Education Council (Sioux Lookout) was incorporated April 1979. \$305,000 has been provided for Pelican group home, Social Counsellors and a contract has been established with Richard Morris, Operations Manager. Sioux Lookout BFA is working with council to set up financial system.

J. Conduit:

District Managers' meeting will be held August 1. Agenda will include contributions arrangements (training, implementation plan), planning, and workpackages.

E. Harrigan:

- a) Minister will be attending All Chiefs Conference and visiting Kenora on July 23.
- b) Chiefs are back from London; press conference will be held July 10.

- Education to receive new impetus
- This conference is just the start
- You can expect Rod Brown & Cam Mackie to take a greater leadership role in education
- There is a need to bring the quality up to Provincial Standards PLUS bring quality of Education to Indians to satisfactory level
- Dept. can't blame or pass off responsibility to others
- If any H.Q. leave here without sense of involvement and commitment then they haven't gotten the message
- The Principal is the key - work with community
 - must be personal role
 - must be model to community
- The point is clear "We are in this deeply together"
- The Rate of Change will not be slowed
 - What can we do?
 - How can we do it?
 - How can we work together?
- In the next little while Messrs. Brown and Mackie will be giving long deserved thrust to Education
 - *Don't expect any great influx of money?
 - Shift resources/be innovative
 - Indian programs have not kept pace on a per capita basis with other departments -
- Centralize Financial Authority so field staff just do job and don't have financial confrontations over budget.

- Education in itself is not enough. Must be employable skills and job. The end has to be economic independence.
- Maturity is having enough left over to give to someone else.
- There will never be enough money to do everything we want to do.
- Group in Ottawa developing national standards.
- Treasury Board has said if you tell us what services you plan to cover - and "we" agree - you will get the money

Questions coming to the field:

1. What services can you provide with existing funds?
2. What other services are needed?
3. Data
4. What activities not necessary?
5. What are the inequities between regions?

Question 5 cont'd

i.e. Ontario may be getting shortend of stick - National view of rich and bounteous industrialized Ontario does not take into account that like northern Quebec and Western areas, Ontario is mainly northern Ontario and like them.

- Newsletter to start in September in Ottawa, 2 pages from Ottawa to be added to regional newspapers.
- To be concentration on staff reduction - 1000 person yr. reduction/ 90 last year/350 J. Bay + Cree
- largest number intended by H.Q. to be transferred out of Education to Bands.
- Expects Action from Workshop - Each region make plan.
- Expects workshop similar by September or October 50% Native, 50% Principals.
- Questioned by Clarence Smith who expressed concern department was pushing transfer of programs to Bands.
- Rod stated, "I hope nobody is pushing Transfer of Programs - has asked only for Regions to tell and formulate plans.

ONTARIO REGION PLAN OF ACTION
"COMMUNITY INVOLVEMENT IN EDUCATION"

I. Steering Committee

Barry Gibb - London (Doug Forbes)
Erik Weigeldt - Kenora
Mac Hall - Sioux Lookout
Bashir Shad - Sudbury
Gary Maxwell - Regional Office

Objectives:

Co-ordinate plan with D.M. action plan establish guidelines
for district workshops, conference with D. Patterson.
review available funds
review district workshop budget needs
review Ministry of Education Community-School Concept.

Meeting:

Meeting Scheduled June 28 - 9:30 A.M.

- II. R. Program Manager to explore appointment of Regional Community - School Involvement Advisor
 - III. Proceed with "Transfer of Programs" Project
 - IV. District workshops before October 1, 1979.
 - V. Reserve level workshops by December 31, 1979
 - VI. Reserve progress review compiled District wise and summarized by February 28, 1980.
 - VII. D.S.E. workshop with Band representatives by May 1, 1980
- Review and develop ongoing action plan

Finance -
info.

June 12, 1979

June 13 09 01 '79

All Regional Directors General
and Regional Directors of the
Yukon and Northwest Territories
(Indian and Inuit Affairs)

Approved Terms and Conditions
Grants and Contributions

Further to the memorandum of April 19th from Mr. Fournier and myself and the Directors of Operations meeting last month, it would appear that there are a number of matters arising out of the April 19th memorandum requiring further clarification at this time. Accordingly and in fulfillment of our previous commitment, this memorandum is intended to outline, and insofar as possible, clarify all issues identified to date.

TERMINOLOGY

1. Some confusion has emerged as to the labels and content for various types of contribution arrangements. Basically there are three types of arrangements;
 - ✓ a) Arrangements covering a contribution from a single contribution class which are to be termed Single Contribution Arrangements.
 - b) Arrangements covering contributions from more than one contribution class which are to be termed Comprehensive Contribution Arrangements, being the term and definition appearing in Treasury Board Minute 763729.
 - ✓ c) Arrangements covering more than one contribution class and permitting the recipient to move funds between contribution classes are to be termed Consolidated Contribution Arrangements.
2. There is some question as to the distinction between an arrangement and an agreement generally the two are interchangeable although in certain cases the following distinction may be useful;
 - a) "Contribution Arrangement" means an undertaking between a donor department or agency and a prospective recipient of a contribution, describing the obligations of each and the terms

and conditions for payment of the contribution. The arrangement may be formal, or it may be as informal as an exchange of letters and may include a Band Council Resolution. In all cases all arrangements, whether formal or informal must conform to the requirements of T. B. 763729.

- ? b) Agreements are generally formal written undertakings duly executed and witnessed usually contractual in nature.

AUTHORITIES

1. The question of the relationship between the new authority under T. B. Minute 763729 and previous authorities such as T. B. Minute 725973 (Local Government Programs) and T. B. Circular 1977-50 has been raised. The situation is as follows;
 - a) Generally all previous authorities pertaining to grants and contributions are superceded by T. B. 763729 and the new vote authority.
 - b) T. B. 1977-50 remains in force as a guide at the Departmental level in seeking further revision of terms and conditions if necessary. Most of the pertinent portions of the circular have been exempted, reflected or supplemented under T. B. 763729, therefore it is no longer necessary to refer to Treasury Board Circular 1977-50 as a policy or operating guide.
 - c) With regard to T. B. 725973 and other earlier authorities, these may be considered as superceded except where there are matters not covered by the new authorities and still applicable under present circumstances. All such outstanding matters will be resolved in future amendments and submissions.
2. With respect to signing authorities the following apply;
 - a) In the case of comprehensive or consolidated contribution arrangements, signing authority is restricted to the Regional Director General within the dollar limit of his signing authority.
 - b) When new delegations of authority are made by the Minister, the Regional Director Generals' authority, with the exception of comprehensive and consolidated arrangements, will be delegated to the Regional Director of Operations.
 - c) In all other cases authority to sign contribution arrangements may be delegated to both Regional Directors General and District Managers within the limits of their respective signing authority.
 - d) Section 8(e) of T. B. Minute 763729 requires that a financial officer countersign all contribution arrangements. The

Assistant Deputy Ministers' memorandum of April 19th further specified that in order to countersign, a financial officer must hold authority under section 26, or in the case of Districts, section 25 of the Financial Administration Act. The reference to section 26 or section 25 is merely a qualification identifying which financial officers are eligible to countersign a contribution arrangement and does not imply that officers countersigning a contribution arrangement are signing under these sections. Rather they are signing to verify that the arrangement conforms to T. B. Minute 763729.

- e) Until the limits of signing authorities are revised and approved by the Minister, the dollar limits for signing of contribution arrangements must conform to the existing limits in the Financial Signing Authorities Document rather than those given under T. B. 763729 and on page 3 of our memorandum to you of April 19th.

GRANTS

- 1. Grants are unconditional payments without a requirement for either an audit or arrangement though they are conditional as to purpose. However, terms and conditions may be, and often are, attached to grants. In addition T. B. Circular 1977-50 requires Departments to seek approval for terms and conditions for grants as well as contributions so that there is a requirement for further guidelines in this area. During the interim, previous practices shall continue to apply.

PAYMENT SCHEDULES

- 1. The following are intended to clarify questions pertaining to payment schedules;
 - a) Advances may be for any period up to and including three months and must be based on cash flow requirements.
 - b) Payments after the initial advance can only be released upon receipt of a statement of account for all or part of the period covered by the initial advance.
 - c) In all cases a payment succeeding the initial advance may not cover a period greater than that covered by the statement of account for the preceeding payment.
 - d) Payments following the initial advance may be made either on a reimbursement basis or in the form of an adjustment of the initial advance based on a revised cash flow projection.
 - e) Any payment schedule which conforms to these conditions and restricts accumulation of unaccounted advances to three months

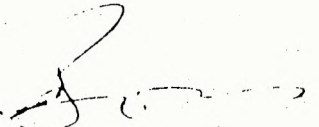
cash requirement at any given time is acceptable.

2. In certain cases it is possible for an advance to be released on the basis of a statement of account for part of the period and projection to the end of that period provided that the part of the period covered by a projection does not exceed one month.

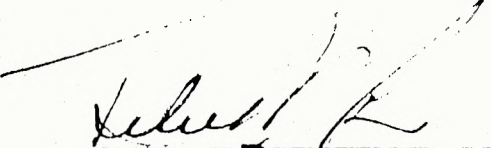
CONTRIBUTION AND RECIPIENT CLASSES

1. A number of instances have been identified where the wording of contribution classes in the vote structure and the description of the various recipient classes in T. B. 763729 appear to be mismatched so that contributions from certain contribution classes to certain recipient classes are excluded. Since the contribution classes are informational in nature, this apparent contradiction is not a problem. A contribution may be made from any contribution class to an eligible recipient in any recipient class.
2. There appears to be some question concerning the transfer of contribution monies between contribution classes by the recipient particularly with reference to non-discretionary funds. In summary the situation is as follows;
 - a) Under a single or comprehensive arrangement no transfer of contribution monies between contribution classes is possible, although transfers within contribution classes may be authorized.
 - b) Under consolidated arrangements, contribution monies may be transferred between contribution classes depending on the wording of the arrangement providing that they conform to the standards and criteria for non-discretionary funds.
 - c) At present the issue of the transfer of contribution funds from non-discretionary to discretionary activities is still unresolved.

Pending a final decision, no transfers of non-discretionary to discretionary contribution funds should be authorized.



R. J. Fournier,
Assistant Deputy Minister,
Finance and Professional Services.



R. D. Brown,
Assistant Deputy Minister -
Programs
(Indian and Inuit Affairs).

OUR BUDGET

FISCAL YEAR _____

COUNCIL OF _____

PLACE _____

BAND _____ NUMBER _____

DISTRICT _____

Band Council Resolution Summary

Contributions and Grants Arrangements

Operational Plan

Budget Schedule

Cash Flow

Monthly Financial Reports

Peter Bay.

1/ Guidelines — for Budget Schedules / Cash Flow.
re differences in Bands budget.

2/ Consolidated amalgamated for non-direct
funds. —

**BAND COUNCIL RESOLUTION**
RÉSOLUTION DE CONSEIL DE BANDE

NOTE: The words "From our Band Funds" "Capital" or "Revenue", which ever is the case, must appear in all resolutions requesting expenditures from Band Funds

NOTA: Les mots "des fonds de notre bande" "Capital" ou "revenu" selon le cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes

THE COUNCIL OF THE LE CONSEIL DE LA BANDE INDIENNE	Current Capital Balance Solde de capital	\$ _____
AGENCY DISTRICT	Committed -- Engagé	\$ _____
PROVINCE	Current Revenue balance Solde de revenu	\$ _____
PLACE NOM DE L'ENDROIT	Committed -- Engagé	\$ _____
DATE _____ DAY - JOUR _____ MONTH - MOIS _____ AD 19 _____ YEAR - ANNÉE _____		

DO HEREBY RESOLVE:
DÉCIDE, PAR LES PRÉSENTS

WHEREAS, the Department provides programs for Indian people;

WHEREAS, it is an accepted policy of the Department that it is desirable that such services be provided by Indian Bands in accordance with local government principles of local control, accountability and responsibility;

and

WHEREAS, the Band has entered into one or more contribution arrangements with the Department of Indian Affairs and Northern Development as detailed in Section 2(a) below.

THEREFORE, these parties agree that the following terms and conditions will apply to all funds administered by the Band under the below-noted contribution arrangements.

1. THE BAND will:

- A) adhere to the general terms and conditions of the Local Government Program and relative Policy Guidelines outlined in Program Circulars D1-D4, including the provision of an annual audited financial statement. The Band Council has appointed the following auditor: _____
- B) prepare an annual budget for the Regional Director-General's or his designate's approval in accordance with his instructions for budget preparation;
- C) assume the administration of the Programs as detailed in the below-noted contribution arrangements, in accordance with the terms and conditions outlined therein;

- D) assume the responsibility for the administration of funds provided by the Department as detailed below, in accordance with the adopted financial and administrative regulations of the Band;
- E) provide to the Department once every three months, or more frequently if it is deemed advisable, an expenditure report and a cash flow projection for the following period's advance;
- F) review the standard of services provided to the community and submit findings to the Department at the end of the fiscal year;
- G) not transfer funds between individual contribution arrangements.

2. THE DEPARTMENT will:

- A) provide funds not to exceed the following amounts as detailed by individual contribution arrangements below:

<u>Arrangement</u>	<u>Date</u>	<u>Amounts</u>
1. Social Assistance		
2. Day Care		
3. Federal Schools		
4. Non-Federal Schools		
5. University and Professional Student Program		
6. Community Services		
7.		
8.		

Total

- B) advance to the Band as soon as possible after April 1st, as is permitted by interim supply, that portion of the funding required by the Band to implement the above agreed on programs during the first three months as shown by the cash flow forecast;
- C) provide further payments for further three months periods, or more frequently if deemed advisable, upon submission of the final financial reports for the previous period from the Band as outlined in 1(F). All advances will be based upon cash flow statements and will take into consideration all cash surpluses arising in the previous period;
- D) adjust payments in the event of supplementary agreements concurred in by the Band and the Department and as dictated by program requirements.

THIS ARRANGEMENT will become effective on April 1, 19____ and will continue in force until March 31, 19____, unless modified by a request for renegotiation by either party.

.....
(Councillor - conseiller)	(Chief - Chef)	(Councillor - conseiller)
.....
(Councillor - conseiller)	(Councillor - conseiller)	(Councillor - conseiller)
.....
(Councillor - conseiller)	(Councillor - conseiller)	(Councillor - conseiller)
.....
(Councillor - conseiller)	(Councillor - conseiller)	(Councillor - conseiller)

FOR DEPARTMENTAL USE ONLY - RÉSERVÉ AU MINISTÈRE				
1. Band Fund Code Code du compte de bande	2. COMPUTER BALANCES - SOLDES D'ORDINATEUR		3. Expenditure Dépenses	4. Authority - Autorité Indian Act Sec Art. de la Loi sur les Indiens
	A. Capital \$	B. Revenue - Revenu \$		
5. Source of Funds Source des fonds <input type="checkbox"/> Capital <input type="checkbox"/> Revenu				
6. Recommended - Recommandable			Approved - Approuvable	
Date			Date	
Recommending Officer - Recommandé par			Approving Officer - Approuvé par	

CONTRIBUTIONS ARRANGEMENTS

Basic Components for Inclusion in Individual Arrangements

1. Programs (Sub-Activities) Included Under Arrangement
2. Basis for Funding Each of Programs (e.g., Per Capita)
3. Charges Which May Be Levied Against Program
4. Conditions and Methodology for Performance Audit
5. Transferability of Funds
6. Conditions for Termination of Arrangement - Length of Arrangement
7. Reference to Terms and Conditions Contained in Summary Paper
8. Dependence Upon Parliament for Funding in any Given Fiscal Year
9. Method of Advancing Funds and Accounting for Advances

Standard Single Contribution Arrangements

- | | | |
|----|--|----------------------------|
| 1. | Social Assistance | - District Approval |
| 2. | Day Care | - District Approval |
| 3. | Federal Schools | - District Approval |
| 4. | Non-Federal Schools | - District Approval |
| 5. | University and Professional Student Program | - District Approval |
| 6. | Occupational Skill Development | - District Approval |
| 7. | Youth Job Corp - (a) Student
(b) Year-Round | - District Approval |
| 8. | High School Summer Employment | - District Approval |
| 9. | Indian Economic Development Fund | - Regional Office Approval |

Consolidated Arrangement - RDG Approval

Community Services Arrangement - This arrangement may include:

- Education Committees
- Education Library Grant
- Education Guidance Program
- Adult Education
- Federal School Maintenance
- Placement and Relocation
- Water and Sewer O & M
- Roads and Bridges O & M
- Fire Protection
- Recreation
- Administrative Overhead
- Band Membership
- Training-on-the-Job

Specific Single or Custom-Designed Contributions Arrangements

Programs, officers or sections not covered by the above arrangements are expected to draft specific contributions arrangements which would include the nine basic components established as guidelines and supplement these with the specific terms and conditions required to tailor the particular contribution arrangement to transfer the funds. In many cases, these would be for Associations, individual Indian people or other groups. Such arrangements would include those required.

1. Policing
2. Band Staff Training
3. Inter-Governmental Affairs
4. Planning
5. Capital Projects
6. Socio-Economic Development
7. Director - General Activities
8. Director of Operations Activities

OPERATIONS AND MAINTENANCE OPERATIONAL PLAN • Band substantiation
Ontario Region

Band: _____ District: _____ Date: _____ Page _____ of _____

Activity: _____ Goals and Objectives (use as many lines as necessary)

Give narrative statement of: a) Current Year situation report and anticipated status at year end; b) Goals for New Year; c) Goals for New Year + 1
d) Goals for New Year + 2; e) Goals for New Year + 3; f) Goals for New Year + 4; g) Long term objectives

OPERATIONS AND MAINTENANCE OPERATIONAL PLAN • Band Budgeting Plan
Ontario Region

Band: _____ District: _____ Date: _____ Page _____ of _____

Activity	CURRENT YEAR	NEW YEAR	NEW YEAR + 1	NEW YEAR + 2	NEW YEAR + 3	NEW YEAR + 4

JUNE

REGIONAL MANAGEMENT COMMITTEE MEETING

JUNE 15, 1979

In attendance:

E. Harrigan	J. Conduit	G. Conquergood	B. Agarwal	J. McFarlane
A. Yuile	J. Gover	J. Wells	H. McGregor	W. Walcer
P. Pellow	J. Bailey	F. Bradley	J. Dunn	G. Hancock
G. Miller	Z. Luidmanis			

1. "Spending Restraint"

Mr. Harrigan discussed draft paper entitled "Spending Restraint", including TB directive and Departmental interpretation. In order to ensure compliance with the directive the following will be undertaken:

- a) Capital Management Committee will meet June 18 to develop plan of action relating to capital project spending. It was pointed out that a national policy is required, e.g. regarding definition of "capital project." B. Garand
B. Beaver will assist committee regarding staff year implications.
- b) Contracts Review Committee will prepare status report on all contracts. All contracts before the committee are to be returned to originator for justification. J. McFarlane
C.R.C. will then brief Director General.
- c) Training: Ontario Region has joint staff/band training program. Implications of this vis a vis directive must be examined. Trist seminar will be deferred, although District Managers' meeting on June 28 will continue as planned. D. Patterson
A. Yuile
- d) Travel: all regional travel is to be approved by the Director General. Travel within Districts will be for operational matters only.
- e) Equipment: requirements are to be reviewed and directions will be sent to Districts. F. Bradley
H. McGregor

2. Staffing:

A moratorium on staffing has been invoked by Treasury Board. This has implications on areas already understaffed, e.g. Central Registry. In order to cover off necessary services a schedule of rotational assignments will be set up.

H. McGregor

3. Data Base Review:

Headquarters is sending out six teams, in order to complete the project by October.

4. "The Project"

B. Knox is co-ordinating preparation of a descriptive report illustrating graphically and comparatively DIAND over the past ten years. It is to be completed by September and the D.M. intends it as a general reference for policy setting, funding, etc. A directive from R. Brown is forthcoming regarding regional participation.

A questionnaire is also being developed to gather information. J. Gover, J. Conduit, J. Dunn and G. Miller to work on project.

A G E N D A

REGIONAL MANAGEMENT COMMITTEE MEETING

MONDAY JUNE 4, 1979

130 P.M.

1. Review and adoption of previous minutes
2. District Manager's Report - London District - B. Milner
3. Regional Office Accommodations Committee - Discussion 7 minutes - F. Bradley
4. P.R. Audit Proposal - Continuation of discussion among managers 20-30 minutes - G. Miller
5. Round Table Discussion

REGIONAL MANAGEMENT COMMITTEE MEETING

- JUNE 4, 1979 -

J. Conduit
F. Bradley
G. Mullin
M. Philip
D. Patterson

B. Agarwai
H. McGregor
B. Bennett
G. Miller
J. Dunn

G. Conquergood
G. Garand
A. Yuile
K. Brown
R. Milner

1. Minutes accepted

DSE's Conference has been rescheduled to June 19-21.

2. District Manager's Report, London District:
Bill Milner presented report (see attached)

3. Regional Office Accommodation Committee:

Frank Bradley tabled report including summary of managers' comments and suggestions for changes re accommodation on 5th, 6th and 3rd floors. The Management Committee said phased approach should be taken. Mr. Mattas, D. Patterson, B. Bennett, G. Conquergood and J. Dunn to assist Mr. Bradley.

4. P. R. Audit Proposal:

Mr. Miller has informed J. Donahue that the planned P.R. Audit is to be deferred. Management Committee will discuss at later date. G. Miller and J. Dunn to arrange hiring of person to complete communications questionnaire.

5. Round Table:

- G. Conquergood - attended sod turning ceremony for new school at Whitefish Bay. The band administers two capital projects.
- F. Bradley - mentioned retirement of V. Ligeza ; N. Troy; F. Willoughby and B. Gillen. Each section will make appropriate arrangements.
- B. Garand - attended opening of Six Nations Administration Building
- G. Mullin - (a) teachers' strike is over in Haldimand
(b) Aroland School remains closed
(c) Drafts of contribution arrangements to be in for meeting on June 11 (to HQ June 14)

- B. Bennett - attended Whitedog-Grassy Mediation meeting. First day was spent at Grassy Narrows; film was shown. Ontario Hydro, Reed Paper and Lake-of-the-Woods Control Board representatives also attended. Second day was spent at Whitedog. Meetings were very positive. Copies of proposals are available from B. Bennett.
- G. Hancock -(a) J. Forbes and G. Miller attended opening of Wiki Nursing Home.
- (b) Wiki are also considering project for dolomite extraction.
- A. Yuile - visited Ottawa Counselling Unit with J. Gover and G. Mullin. Set of recommendations were drawn up which now require follow up.
- M. Philip -(a) Sioux Lookout held first D.L.C. meeting.
- (b) Mr. Philip will be working in Ottawa (Native Claims).
- G. Miller -(a) arrangements will be made to show film on Grassy Narrows.
- (b) R. Aniol will attend band training workshop in Kenora
- (c) letter has gone to HQ re Ontario Region's plans for commemorating International Year of the Child.
- (d) Summer exhibitions with DIAND input:
Guelph, July 7-12; Peterborough, July 12-14;
All Chiefs Conference, July 31-August 2;
CNE.
- (e) Premiere of "Duty of My People" will be shown at the NFB, June 29.
- J. Conduit (a) A senior management group from HQ will be visiting Ontario Region to discuss non-discretionary budget.
- (b) All Chiefs Conference, July 31-August 2:
information re agenda, attendance will be distributed when available.

Next meeting will be held June 18.

LONDON DISTRICT REPORT TO THE
REGIONAL MANAGEMENT COMMITTEE

JUNE 4, 1979

We have no profound problems in the District. Our major concern at the moment is the future of the Indian Advisory Education Council and it appears that we are on target with the Treasury Board submission to resolve the situation.

BUDGETS

The final band budgets are now all in and with the exception of Economic Development which I will deal with later, we are within targets. There are some transfers required between votes to reconcile a couple of discrepancies, but except for a possible \$40 - 50,000 shortage in Non-discretionary Education activities were OK; however, we are still waiting for the transfer of the \$20,300 for language training etc. which was promised to the Oneidas.

MAN YEAR UTILIZATION AND STAFF

We are on target with our man year utilization plan and have a full staff complement on strength. Training on the job (T.O.J.) is being fully utilized both in the District Office and at various band offices and projects. It appears we could well employ about 40 additional weeks T.O.J. funding and as soon as the current review is completed I expect to approach Regional Office for the additional resources. We have a number of O.C.A.P. students in the District Office at the present time. They are making good contributions and their assistance is appreciated.

The current allocation of Person Years for the District has been basically accepted by the Bands; however, dissatisfaction has been expressed with some of Regional Office staffing procedures with it being, as they see it, at the expense of staff to assist the Bands at the local level.

DISTRICT ADVISORY COUNCIL (O.R.L.C.)

We have been more fortunate than some areas because the committee has been operating for some time. No set up or transition was required to compliment the organization set up through the O.R.L.C. Monthly meetings are held and the Chiefs are taking an active and responsible role in the operation of the Council.

London District Report to the
Regional Management Committee
June 4, 1979

ECONOMIC DEVELOPMENT (DRAINAGE)

The abolition of Capital funds specifically for Economic Development and the subsequent loss of funding anticipated in the District for drainage projects will, I believe, create repercussions at the Band level. Not too much is being said or done right now but I anticipate a ground swell of pressure from the Bands to "encourage" us to find ways of funding the program which has been developed.

MISCELLANEOUS

1. Chief Doxtator (Oneida Band) has recently been elected as the new Chairman of the London District Economic Development Committee.
2. Our new Planner, Alan Jowett, is getting established and working in well both in the office and with the Bands.
3. The District Golf Tournament will be held in mid July, date to be announced and invitations will be coming up to solicit Regional Office participation.
4. I realize that it is not appropriate to single out people on our staff in this way but notwithstanding I'd still like to express our thanks for the assistance we have recently received from Regional staff with the Walpole Island water contract and the ongoing help with our Lands and Estates problem.

E
I

MAY

REGIONAL MANAGEMENT COMMITTEE MEETING

TUESDAY, MAY 22, 1979

1:30 P.M.

1. Review and adoption of
previous minutes
2. Capital Management - information 5 min. - W. Garand
3. Discussion of Finance Meeting - F. Bradley
held in Val David, Quebec
May 7-10
Discussion of IMPAACT Seminar - F. Bradley
held in Pickering May 14-16
4. Round Table Discussion

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
MAY 22, 1979

In attendance were:-

J. Conduit	B. Agarwal	A. Yuile
F. Bradley	K. Hawkins	B. Bennett
D. Patterson	G. Maxwell	M. Philip
K. Brown	G. Miller	G. Hancock
W. Garand	J. Dunn	I. Howes

1. *Business Arising from Minutes*

Trist seminar is scheduled for June 26-27 at Manresa, followed by meeting of Management Committee in Toronto on June 28. ORLC representative to attend the 3-day session. Meeting of District Managers is to be held in Ottawa, 18th floor board-room, Les Terrasses on June 14 to discuss Capital Management and other concerns. Agenda for June 28 meeting will be finalized after June 14 meeting.

2. (a) *Capital Management*

Information requested re Capital Management (telex May 9, memo May 18) must be in by June 6.

B. Garand

(b) TB Submission for Couchiching sewers has not yet been approved.

3. (a) *Finance Meeting*

National Departmental meeting was held. Main topic of discussion was Lambert Commission Report. Financial management and accountability stressed. If copy of report desired, inform J. Dunn.

F. Bradley

(b) *Impact* - session was held for Finance staff

4. *Round Table*

- | | | |
|------------|----|---|
| A. Yuile | 1) | visiting Ottawa Counselling Unit May 23 |
| | 2) | HQ personnel staff indicated need to link human resources planning and financial planning (Ontario Region is making headway with this.) |
| F. Bradley | 1) | supply of new financial forms now available. |

2) meeting for Superintendent's of Administration and BFA's to be held May 23-24.

3) Accommodation Committee is to be reconvened.

G. Maxwell

- National Conference for D.S.E.'s called for June 25-27.

M. Philip

- Work is progressing on Contribution Arrangements

I. Howes

1) One band in Peterborough District on new accounting system

2) Comprehensive planning is being worked on by Planner and LGA. Expect most bands to have a comprehensive plan by April 1980

3) District is still awaiting decentralization of Lands

K. Brown

- Update on Revisions to Indian Act discussions. Meetings are held when requested (2 meetings in London; meeting in Kenora, including Fort Frances and Sioux Lookout; meeting at Tyendinaga. Associations have budget for this: Burton Keewayosh U.O.I. provides minutes of meetings held; little feedback from Treaty 9 and 3. Meeting to be held with Six Nations in June.

G. Miller

1) Open house to be held at Six Nations, May 28

2) Projects for Year of Child ongoing

3) Exhibits planned for Peterborough Square and in Guelph at Campers and Hikers meeting

4) PR audit is to be conducted June 11-18, including visits to districts (Peterborough, Kenora, James Bay).

J. Conduit

- Reminder that reports for presentation to ORLC must be vetted by Management Committee

A G E N D A
REGIONAL MANAGEMENT COMMITTEE MEETING
TUESDAY, MAY 15, 1979
1:30 P.M.

1. Review and adoption of
previous minutes
2. District Manager's Report - Fort Frances and Sioux Lookout Districts - M. McMillan/
B. Hodgson
3. Professor Trist - Prof. Trist
4. Round Table Discussion

MEETING TO BE HELD ON THE 10TH FLOOR TRAINING ROOM

MINUTES

REGIONAL MANAGEMENT COMMITTEE MEETING

MAY 15, 1979

In attendance:

E. Harrigan	J. Conduit	Ted Morton	B. Agarwal	J. Dunn
Z. Luidmanis	A. Yuile	R. Grossutti	E. Trist	P. Homenyk
G. Hancock	H. McGregor	W. Garand	G. Miller	M. Philip
M. McMillan	S. Preiss	J. McFarlane	P. Derrane	G. Mullin
D. Wallace	D. Patterson	B. Hodgson	R. Swaizie	G. Conquergood

1. District Manager's Report:

- a) M. McMillan presented report for Fort Frances District (attached).
- b) B. Hodgson presented the following report for Sioux Lookout District:
 - i) Local Government: development has taken place rapidly, over past two years and all bands administer at least one capital program. Specialist (e.g.: BFA) assistance is now required for further development of band administration.
 - ii) Treaty will be paid first two weeks in June.
 - iii) Meeting is scheduled re Big Trout Lake's transportation project.
 - iv) Training in technical services and maintenance is required for bands' staff.

2. E. Trist Seminar

Mr. Harrigan introduced Eric Trist, Peter Homenyk and Roger Swaize of the Department of Environmental Studies, York University.

Discussion took place outlining the Co-Learning Experience between York and IAN. This will lead up to a seminar to take place June 26-27. Managers outlined examples of the changing environment, implementation of systems, need for training etc.

DISTRICT MANAGER'S REPORT

MAY 15, 1979

M. McMILLAN

- All Chiefs Meeting April 4
 - information exchange
 - Social Economic Development main issue
 - treaty days
 - using space in District Office
- Quieto Centre AIMS
 - 16, 17, 18 May follow-up to Chiefs' meeting
 - Role of Area Liaison Council
 - District goals and objectives
 - Better understanding and working relations
- Treaty Days
 - Dates - May 23 - June 10
- Staffing
 - April
 - CO-1 Paul Sullivan, Econ. Development
 - Planner Rob Knight
 - May
 - CO-2 Laurie Catherall, Soc. Econ. Development
 - AS-2 Olga Wihnam SA&F
 - MBA Student
- New staff renewed interest and ideas.
- Bands Rainy River
 - Sawmill TB Submission -
 - Approval given
 - Thanks to Mario, Greg, John C., Jules Hebert.
 - Terms are realistic and constructive
- Lac La Criox
 - Multi-purpose building still needs work to complete-money set-aside terms of TB Submission and management of project being worked on. (TB Submission to HQ).
- Couchiching
 - Sewers - hopefully May 16 TB approval will be given.
 - Long time coming
- Big Island
 - Relocation - terms of references worked out for bio-physical
 - Need to move on this fast because it involves private land
- Sabaskong Education
 - Cost of Gym maintenance for educational use e.g. Highschool, class, etc.
 - Problem occurs elsewhere (Education uses gym so may consider sharing of costs).
 - Guiding association formed (received \$25,000 contribution). Leo Jordain is co-ordinator
- Move to Residence
 - September 1.

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
MAY 7, 1979

In attendance:

J. Conduit	G. Conquergood	B. Agarwall	D. Patterson	B. Bennett
A. Yuile	H. McGregor	G. Miller	G. Mullin	G. Hancock
J. Dunn	B. Garand	D. Fletcher	M. Philip	A. Goldback
T. Morton				

1. District Manager's Report:

Dave Fletcher presented report (see attached).

2. Contribution Arrangements:

Committee, chaired by G. Mullin met May 3; Mr. Mullin presented results of meeting (attached).

Mr. Philip presented proposed implementation plan (attached).

Further discussion will take place with District Managers at meeting, June 14.

3. Tripartite Process:

Steering Committee meeting was held May 3:

- a) Chiefs agreed to J. Beaver's involvement on Wild Rice Working Group.
- b) R. Greene asked that Shoal Lake problems be part of Tripartite Process.
- c) Further discussion required to settle budget for Chiefs.

4. Trist Seminar:

B. Agarwal gave update re Trist seminar to be held at Manresa June 12-13.

5. Round Table:

D. Fletcher - D.L.C. meeting will be held May 23, 24.

D. Patterson - Finance Impaact session will be held week of May 14.

B. Bennett - asked for agenda items for June 14, District Managers' meeting to be submitted to him. Mr. Bennett suggested handouts for Management meetings accompany distribution of agenda.

5. Round Table: Cont'd ...

T. Morton:

- a) attended meeting at Six Nations, May 6 to discuss lands matters
- b) meeting will be held next week at Manitoulin to discuss 1924 Land Agreement
- c) meeting will be held with Headquarters regarding Nipissing attempt to reclaim 34,000 acres of lands.

G. Miller:

- a) Steinhauer was in town.
- b) press has noted incident of mercury pollution (non-industrial) at Deer Lake.

G. Mullin:

- a) distributed revised constitution and reporting structure of Native Education Council, for discussion next week.
- b) Teachers' strike in Haldimand Co. ongoing, therefore, tutorial system has been established for 370 high school students from Six Nations.

B. Garand:

Project Review Team visited Fort Frances and Kenora; received favorable response to Capital Management System.

J. Conduit:

- a) Staffing Plan is being finalized by J. Gover
- b) F. Bradley is to reconstitute Accommodation Committee to revamp space for programs who will be sharing administrative support services
- c) Plan of Action is being printed, evaluation system is to be developed by J. Dunn and J. Gover by June 1.

Next meeting - Tuesday, May 15, 1:30 p.m. 10th floor Training Room

Accountable Contributions Arrangements

The Accountable Contributions Arrangements Committee met all day, May 3, 1979, to study in detail the new contributions arrangements documents.

The committee found the use of the term "Activities" confining and restrictive in relating the present procedures to delegation of authority, but were forced to agree that "Activities" must be defined as the following seven.

1. Administration
2. Reserves and Trusts
3. Education
4. Band Government
5. Economic Development
6. Infra-structure
7. Social Services

It was also determined that a single contribution arrangement meant it was with one person or organization including a band, but it could cover one of the above activities or all. Where it covers all or more than one, it can be labelled a:

- 1) comprehensive;
- 2) consolidated; or
- 3) multi-activity arrangement.

Delegation of Authority:

At present, District Managers have authority to approve Accountable Contributions up to the full amount of their budget (? Fort Frances, James Bay). The new authority restricts as follows.

- 1) District Manager up to \$499,999 under Section 27 for one activity single contributions arrangements
- 2)(a) All consolidated arrangements and (b) all one activity arrangements between \$500,000 and \$3,999,999 required the Director-General's approval.
- 3) Financial officers sign arrangements under Section 26. This was defined to mean for purposes of _____ "signing for availability of funds" only.

It was noted that existing delegation of authorities are being re-written at Headquarters.

N.B.

The committee was concerned that the new arrangement procedures would reverse Ontario Region's thrusts to transfer authority, control and decision-making powers to districts as a first step in movement of these powers to bands, and reduce the region's facility in handling contributions arrangements.

It was agreed that we would mold the Ontario Region's Education documents to a system whereby:

- 1) individual activity appendices would constitute single activity arrangements for those activities transferred to bands;
- 2) a covering summary arrangement with the general requirements of the approved Terms and Conditions would then be added;
- 3) the monthly variance report be converted to a monthly expenditure form.

This arrangement, if acceptable, would permit the District Manager to approve the arrangement comprising several individual activity contributions arrangements.

The committee planned to continue their work in assigned areas.

- 1) Chairman, G. Mullin - to report to the Management Committee, summarizing action to date
- 2) M. Philips - to prepare revised/Proposed Implementation Plan for the Management Committee meeting on May 7, 1979
- 3) M. Philips and G. Kerr (DSE, Fort Frances) - to coordinate new contributions agreement documents including:
 - a) general summary agreement
 - b) individual activity arrangement sheets
 - c) monthly expenditure forms
- 4) Arnold Johnston, Band Financial Adviser - Fort Frances, will be assisting in the preparation of Monthly Expenditure forms and will coordinate the "Benefits" insert.

Areas of Concern:

- 1) contradictions in annual carry-over on multi-year arrangements
- 2) narrative action plans to parallel cash flow and annual contributions arrangements
- 3) activity contribution arrangements required for discretionary and non-discretionary funds to prevent use of non-discretionary funds for discretionary funds and vice-versa.

G.A. Mullin

May 7, 1979

PROPOSED IMPLEMENTATION PLAN
ACCOUNTABLE CONTRIBUTION ARRANGEMENTS

PREAMBLE:

The attached proposal is a suggested MINIMUM standard for implementing the new Accountable Contribution Arrangements for all Bands, Associations and Districts in the Ontario Region.

In cases where Bands or Associations wish to take advantage of the cash flow accounting and re-imbursement system, they may and, in fact, should be encouraged to do so, as soon as possible.

All District Managers and Program Managers should review the implementation plan to be aware of their responsibility in the exercise.

IMPLEMENTATION PLAN

ACCOUNTABLE CONTRIBUTION ARRANGEMENTS

ONTARIO REGION

1979

MAY 16 Submission of proposed implementation plan
to Headquarters.

JUNE Distribution of letter and attachments dated
19 April 1979 signed by R. D. Brown and
R. J. Fournier to all Bands and Associations.

Development of a suitable Contribution Arrangement.

Presentation of complete package at the District Manager's Conference, to all District Managers and the O.R.L.C.

Development of a Band Training package.

Commence training District staff in the implementation process and encourage them to provide feedback from Bands for improvement to the system.

JULY Districts meet and discuss with all Bands.

Districts prepare their own implementation package in consultation with Bands or Liaison Councils.

Develop full requirements of Cash Forecasting and Accounting system.

AUGUST Training and discussion with Bands.

SEPTEMBER

Evaluation by each District of preparations for implementation.

OCTOBER

Bands preparing to implement system 1 January 1980 should provide and receive assistance in completing expenditure accounting to the end of September with anticipated cash flow for January 1980. Districts requisition January 1980 adjusted cash requirements allowing for surpluses to date.

NOVEMBER

Bands preparing to implement system 1 February 1980 should make same provisions as for OCTOBER above, adjusting dates for expenditure accounting to the end of October and cash flow for February 1980. Districts should requisition February 1980 adjusted cash requirements allowing for surpluses to date.

Bands who have implemented the system in October for a January commencement should now provide October's expenditure report and anticipated cash flow for February. Districts should requisition February 1980 adjusted cash requirements.

DECEMBER

Bands preparing to implement system 1 March 1980 should make same provisions as for OCTOBER above, adjusting dates for expenditure accounting to the end of November and cash flow for March 1980. Districts should requisition March 1980 adjusted cash requirements.

Bands who have implemented the system should now provide November's expenditure report and anticipated cash flow for March. Districts should requisition March 1980 adjusted cash requirements.

1980

JANUARY 1 Implementation of the system by as many
 Bands as possible.

BALANCE OF Additional training to assist Bands who have
FOURTH implemented the system.
QUARTER Training and negotiation with Bands who have
 not implemented the system.
 Negotiation of Contribution Arrangements with
 all Bands and Associations for funding in
 fiscal year 1980-1981.
 Preparation of appropriate documents to
 ensure cash requirements for the first
 quarter of 1980-1981 are in place to
 provide cash requirements as quickly as
 possible in April 1980.

APRIL 1 FULL IMPLEMENTATION BY ALL BANDS AND ASSOCIATIONS.

District Manager's Report (Exec.)
James Bay District
April 1979

Of course, April is always a busy month for all the District.

All bands have received their Capital Allocations but are very slow in submitting their Capital Management Up-date.

We are trying to encourage all bands to work one year ahead on all priority projects. We feel this will eliminate "spur of the moment" projects.

We will be experiencing some difficulty in maintaining our 1440 funds unless Region comes good for Administration Overhead on Capital Projects.

Staffing

We finally completed Local Government Advisor interviews. Hopefully, two Local Government Advisors can commence on staff by mid-May. This will ease the heavy workload in Local Government. Of course we still have two key positions to fill - that of Superintendent of Local Government and District Planner.

Generally, all bands are responding favourably to the District on all aspects. We finally came to terms on Policy Guidelines for managing the Social Assistance Program in Albany and Kashechewan.

Having the District Liaison Council is a big advantage to the District Manager in dealing with specific matters that involve all bands in the area. The District Liaison Council will be meeting every two months with the District Manager to deal with major issues.

Flood - Spring Run-off

No major disasters occurred except that the District Manager lost his cottage. Everyone was unprepared for the early spring break-up. All the hunters were caught out in the bay with no adequate supplies.

Office Building

Perhaps you are aware that the District Liaison Council passed a Band Council Resolution supporting the local office in acquiring a new office. As a short term plan, we are

renovating and adding an extension to the present building. I hope that will give us a new look in the District but as the saying goes "A facelift is often misleading."

A handwritten signature in dark ink, appearing to read 'D. Fletcher', with a large, stylized initial 'D'.

D. Fletcher
District Manager
James Bay District

APRIL

A G E N D A

REGIONAL MANAGEMENT COMMITTEE MEETING

MONDAY, APRIL 30, 1979

1:30 P.M.

1. Review and adoption of
previous minutes
2. District Manager's Report - Nakina District M. Barstow
3. Review of Director of
Operations Conference J. Conduit
4. Contributions - Terms
and Conditions F. Bradley
5. Regional Calendar of
Events - Discussion G. Keeshig
2 min.
6. Round Table Discussion

Regional Management Committee Meeting

April 30, 1979

Conduit, Conquergood, Wellstead, Gillen, Garand, Mullin, Philip, Keeshig, Luidmanis, Agarwal, Miller, Preiss, Bradley, Dunn, Barstow.

1. Minutes adopted.

Business arising from minutes: report is to be sent to HQ re mediation film.

2. District Manager's Report, Nakina.

Mansel Barstow presented the following report:

(a) Nor-Ontair now has regular flights to Nakina (H. McGregor has timetable).

(b) Two day All Chiefs meeting was held at which B. Cheechoo was selected as ORLC representative. i) Also discussed was use of Employment Development funds; criteria for distribution to be determined at May meeting. ii) Economic development advisory services require additional staff (this is reflected in Staffing Action Plan). iii) Northern fisheries are working with Sioux Lookout and are considering establishment as private businesses.

(c) Landsdowne House would like to relocate six miles from present location, owing to lack of local control, drug and alcohol abuse etc. Mr. Barstow recommends an independent opinion re social needs and costs to government. A proposal will be submitted to Local Government.

(d) Aroland School remains closed and is unlikely to reopen. Ministry of Education is busing children to Nakina or Geraldton. There have been three resignations.

(e) Long Lac 58 wishes to join Lakehead District as they are not affiliated with Treaty 9. Mr. Harrigan will recommend on this.

(f) Staffing Action Plan includes requirement for additional B.F.A.

(g) BCS remains problem.

(h) Professor Trist will be visiting Nakina June 7-9.

(i) Fort Hope access road is dependent on the industry's proposal to DREE re subsidization. A committee consisting of representatives from DREE, MNR, Industry and the Band has been established.

3. Review of Directors' of Operation's Conference:

(a) Terms and Conditions for funding arrangements was reviewed. TB accepted DIAND's modifications.

- (b) B. Knox will be working full time for Deputy Minister, B. Vienot will head Program Support with 2 sections under P. Kyba and N. Mitchell.
- (c) Six task forces have been established to: finalize data base, review standards for programs (circulars etc.), allocation of resources (especially financial, looking at more equitable distribution) and, Program Forecast 1981-82.
- (d) Directors of Operations and Finance meetings are to be formalized. (Ontario to host meeting in June).

4. Calendar of Events:

G. Keeshig tabled design and content of Annual Calendar of Events. Letter will be forthcoming.

5. (a) Contribution Arrangements:

F. Bradley circulated letters re contribution arrangements and proposed implementation. Committee, headed by G. Mullin with B. Garand and F. Bradley will design action plan and standardized training and implementation package. Material will then be be circulated to districts.

(b) Plan of Action.

Plan of Action for finance was tabled.

(C) Information was distributed re commitment accounting, pay accounting unit, and travel directives. (attached).

6. Round Table:

G. Conquergood: a) Construction Supervisor's Conference was held in North Bay. All participants were thanked.

b) Five Construction Cost Manuals were tabled.

G. Mullin: a) Thanked participants who assisted at D.S.E. Workshop. Minutes will be distributed.

b) Expressed appreciation of Management Committee to Z. Luidmanis, A/Regional Personnel Manager.

c) T.B. approvals have been received for Cornwall Island School, and supplementary for Sabaskong School.

Bill Garand: Garden River Housing Project opens May 9, E. Harrigan to attend.

B. Bennett: a) Whitedog/Grassy Mediation meeting has been postponed.

b) Tripartite Steering Committee meeting will be held April 3.

Mitch Philip: a) Band Work Process funding has been set at \$258,300.

b) CEIC/IAN Joint Workshop has again been delayed.

Z. Luidmanis: meeting was held April 12 re EOW Advisory Committee, but do not know if committee is to be established.

G. Miller a) Saugeen budgetary problems, as noted in the press, have been circulated.

b) Meeting will be held May 1 to develop program for Year of the Child.

c) Wikwemikong Nursing Home will open May 5.

d) G. Hancock and R. Aniol attended meeting at University of Western Ontario re summer MBA program.

F. Bradley a) Cash surplus \$1,350,000 (1½% of total)

B) D. Patterson purchased 2 places for PSC course for non-financial RCM's. (May 8-11) If interested contact Mr. Patterson.

J. Conduit: a) Draft Plan of Action was discussed with ORLC subcommittee. Will be completed by April 12. By June 1 we must develop visual display for Plan of Action (J. Dunn, J. Gover)

b) RCM's must develop Financial Spending Plans (F. Bradley).

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
APRIL 9, 1979

In attendance:

E. Harrigan	J. Conduit	T. Morton	G. Conquergood	J. Anderson
Z. Luidmanis	D. Patterson	G. Hancock	P. Pellow	B. Garand
B. Bennett	F. Bradley	G. Miller	J. Dunn	D. Wallace
B. Agarwal	G. Mullin	A. Shkilynk		

1. Minutes of March 19 meeting adopted.

2. District Manager's Report, Kenora:

Dennis Wallace presented the following report:

- 2.1 Mediation Committee meeting tentatively scheduled for April 24, 25. Mr. Kroeger is to attend.
- 2.2 Meeting of Province (Mr. Auld, Minister, Ministry of Natural Resources) and Treaty 3 scheduled for April 26 re 1924 Land Agreement.
- 2.3 Election for Grand Chief of Treaty 3 is scheduled for April 25 or 27.
- 2.4 Shoal Lake 39 are to be sending submission to Ministry of Natural Resources regarding fishing quotas by April 16. Meeting is tentatively scheduled for April 17, with Ministry of Natural Resources in Sudbury.
- 2.5 Shoal Lake 40 will be meeting April 21 with IAN, City of Winnipeg and Province of Manitoba regarding road access and tourist/resort development.
- 2.6 Child tax credit as a lump sum payment represents social problems in some instances. Brian Bennett will prepare letter on this.
- 2.7 Grassy Narrows has been experimenting with "work for welfare" program and found it successful.
- 2.8 Training needs assessment was recently conducted by Gene Bannon. Band response was positive and tentative schedule has been set up.
- 2.9 Socio-economic development: Chiefs will be meeting April 11 to discuss allocation of these funds.
- 2.10 Proposed Dree Agreement is to be signed at end of April. IAN has indicated that greater consultation with bands is required.

2.11 Education program will require much effort especially regarding drop out rates.

2.12 A social services policy relating to costs of funerals is required. There is no ceiling price at this time.

2.13 Anticipated representatives to the O.R.L.C. are Phil Gardener and Robin Greene.

2.14 Grassy Narrows has been working on a film in relation to mediation process.

Mr. Wallace introduced A. Shkilnyk, who circulated material relating to the film. A request of \$5,000 to complete the work was agreed to by the Management Committee (Frank Bradley will handle this).

3. PROGRAM FORECAST:

Proposal from ORLC regarding planning Program Forecast will be circulated. By April 30, the revised proposal should be returned to the ORLC, training sessions will be conducted in May and work on the forecast will be undertaken May to November. (B. Agawal)

4. SUMMER STUDENT EMPLOYMENT:

No reply has been received from Headquarters, therefore, further action will be taken to find out the status of the Ontario Region submission. (Pat Pellow)

5. ROUND TABLE:

5.1 E. Harrigan expressed thanks to John Anderson and wished him luck in his future endeavours.

Trist seminar has been rescheduled (tentative dates are June 12-13).

5.2 G. Hancock distributed excerpts from talk given by B. v. Eyk in Saskatchewan Region.

5.3 J. Conduit - ORLC meeting: update on 1979-80 budget is to be given, and the revised socio-economic paper is to be tabled after review of Director-General and Director of Operations.

Director of Operations will vet all signature items, before they are sent to the Director-General.

5.4 D. Patterson - Calendar of events will be re-instituted.

- Two band training programs have recently been given at Wallaceburg and Birch Island.
- Impact session for Finance will be given May 14-16.

- 5.5 B. Garand attended N.I.B. Conference in Montreal. Theme was Indian Government and Sovereignty. Available papers will be circulated and summary report from N.I.B. is forthcoming.
- 5.6 F. Bradley - training and assistance can be provided on new financial coding, on a request basis.
1978-80 budget will be completed following discussions with Education, Intergovernmental Affairs and Local Government.
- 5.7 G. Miller - attended Regional Advisory Committee meeting on Native Communication regarding Wa-Wa-Teh Native Communication Society. Wa-Wa-Teh provides translation service, in addition to other work.
- 5.8 B. Bennett - attended IPAC meeting. Mr. G. d'Avignon, Chairman of Special Committee re Review of Personnel is considering ending appeal system and instituting more omnibus competitions.
Planning Committee for Management Conference has commenced planning for May 1-2 meeting.



GRASSY NARROWS, ONTARIO

POX 1B0

SUBMISSION

TO THE

DEPARTMENT OF INDIAN AFFAIRS

FOR

"GRASSY NARROWS - A PEOPLE BETWEEN" . . .

A SPECIAL PROJECT OF THE GRASSY NARROWS BAND

FOR A FILM

ABOUT THEIR COMMUNITY

*two cultures
two worlds*

April 9, 1979

CONTENTS

- A. Objectives
- B. Stages of Production and Costs
- C. Budget.
- D. Financing
- E. Summary

A. OBJECTIVES

In October, 1978, the Chief and Band Council commissioned a film to be made about the Grassy Narrows Indian reserve. The film was essentially to serve two purposes:

- (a) It was felt that a film, because of its visual impact, would greatly enrich the already comprehensive statistical profile that exists for the reserve. This research on the current social and economic situation of Grassy Narrows was financed in 1978 by DIAND.
- (b) The film would be an important vehicle for communication of the grass-roots people with the decision makers in the mediation process. Composed of a series of interviews with people that have been personally affected by the combined impacts of relocation and the mercury pollution, the film would enable people to speak directly to government officials, in order to express, in their own words, the feelings and opinions that they want people to hear - especially those people who are in a position to decide the destiny of the Band.

The Chief and Band Council therefore strongly support the film project. As an indication of commitment, the Band contributed \$4,000 of the profit from its successful wild rice operation last season.

The purpose of this submission is to request a contribution from DIAND in the amount of \$5,000 to finance the second and final stage of production of the film.

B. STAGES OF PRODUCTION AND COSTS

Stage 1 of the film-making involves preparation of the subject material, filming on location, and film processing. This stage was completed at the end of February, 1979 and cost about \$16,000.

Stage 2 of film-making, for which DIAND's contribution is requested, consists of the editing of the film, writing of the script, sound transfer and narration, and final production. This process takes approximately 2 months, involves 6 professional people in various fields of film-making, and takes place in a film studio where space is rented for the purpose of the film's production.

The costs of stage 2 therefore relate primarily to the following categories: (a) staff time; (b) transportation costs; (c) lab costs; (d) studio and equipment rental; and, (e) federal and provincial taxes. A budget covering all these aspects of work follows.

C. BUDGET: POST-PRODUCTION STAGE1. Staff

Director (\$150 a day for 30 days)	\$ 4,500.00
Editor (\$100 a day for 30 days)	3,000.00
Negative Cutter (\$65.00 a day for 10 days)	650.00
Sound Transfer man	120.00
Composer/Arranger	500.00
Titles	500.00
Narrator	300.00
Other assistants as required (black leader, secretary, etc.)	700.00
sub-total	\$ 10,270.00

2. Transportation

(including one round-trip from Toronto to Grassy Narrows)	sub-total	500.00
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3. Lab Costs

Mixing/dubbing	500.00
Optical transfer/track	200.00
Titles	1,200.00
Answer print	350.00
Release print	170.00
sub-total	\$ 2,420.00

4. Studio and Equipment Rental

(30 days)	sub-total	\$ 5,000.00
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5. Taxes

Federal sales tax (12%) on lab materials	\$ 422.74
Provincial sales tax (7%)	446.28
sub-total	\$ 869.02

TOTAL COST OF POST-PRODUCTION STAGE OF FILM	\$19,059.02
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D. FINANCING

1. Stage 1 of the film (total cost ^{15,400} \$4,400) was financed by contributions from the Grassy Narrows Band, a government agency, private organizations and a personal donation. The sources and amounts of funds so-gathered are:

(a) Contribution of the Grassy Narrows Band	\$4,000.00
(b) Band Research Project	1,500.00
(c) Native Community Branch (formerly the Indian Community Secretariat)	5,000.00
(d) Kitchener-Conestoga Rotary Club	4,000.00
(e) Sr. Phyllis Fischer	1,400.00
	<hr/>
	\$15,900.00

2. Stage 2 of the film, or the "post-production stage", will cost about \$18,000. Applications for financing have been made to the following sources:

(a) WINTARIO grant (matching \$8,000 of contributions from non-government sources)	\$8,000.00
(b) Canada Council Film grant (application made in December, 1978)	6,000.00
(c) Contribution from DIAND	5,000.00
	<hr/>
TOTAL	\$19,000.00

It should be noted with emphasis that the production of the film must be completed by the deadline of April 24, 1979. The Band wishes to show this film at the official opening session of the mediation process scheduled for April 24 at the reserve. Therefore, the Band requests that DIAND do not delay decision on this matter but that a response to this submission be forthcoming by the end of the week of April 9, 1979. A B.C.R. is being sent to accompany this submission.

E. SUMMARY

DIAND is requested to support a "Special Project" of the Grassy Narrows Band by a contribution of \$5,000. The money will be used to finance the post-production stage of a film about the community. The film is an important instrument for the communication of the people of Grassy Narrows and government officials in the mediation process.

DIAND should give positive consideration to this request not only because it is strongly supported by the Band, both politically and financially, but also because it is a sound investment which promises a significant, though non-quantifiable, return.

The film will bring dividends in terms of mutual understanding and public awareness that far outweigh the costs of its production. And, obviously, many agencies, organizations, and individuals who have contributed to it also believe that the film will make the clearest statement of the wishes and aspirations of the people of Grassy Narrows in the most difficult and complex negotiating process that they face.

EXCERPTS
FROM:

NATIVE ECONOMIC DEVELOPMENTS:
A SEARCH FOR SUCCESSFUL APPROACHES

by

and

R. M. Van Eyk
National Planning Consultants Ltd.
Ottawa, Ontario

E. Preston Manning
Manning Consultants Limited
Edmonton, Alberta

By far the majority of these were put forward by the Ontario Regional Office of DIANA which provided a catalogue of some 500 Indian businesses operating in Ontario as of 1977. The Ontario Regional Office suggests that perhaps four out of five of the enterprises listed would be considered "viable" by private enterprise standards.

The remaining five cases cited are all Ontario-based. They illustrate the strength and diversity of native enterprise in that province, and suggest the existence of resources which could be drawn upon more extensively by native entrepreneurs and businessmen in other regions.

IX. Whetung Ojibway Craft Centre	14
X. Four B Manufacturing Ltd.	16
XI. Chippewas of Sarnia	17
XII. Ojibway Resorts Ltd.	18
VII. <u>Native enterprise in Ontario: a resource.</u>	

The authors were frankly surprised at the reported strength and diversity of native economic activity in Ontario, and the apparent lack of awareness concerning this activity among government officials, native groups, and corporations (including national corporations) in the West.

Just as Ontario has long been regarded as the "heartland" of national business and industry, it would also appear that Ontario may be the heartland of native economic activity.

The current emphasis on economic self-sufficiency by native people in the West may well find parallels in the experience of native people in Ontario a generation ago. A westward shift in indigenous native economic development may also parallel the current westward shift in Canadian economic development.

The strength and diversity of native economic activity in Ontario appears to be a resource which native business people in Western Canada should endeavour to tap.

It should be noted that one of the success stories received from Saskatchewan (not reported in this paper) involved a hotel operation established by a native from Ontario who had moved to the West to establish this business venture. It would be interesting to examine whether this is an isolated phenomenon, and to identify the current barriers to the migration of native capital and expertise from one region of the country to another.

MARCH

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
MARCH 19, 1979

In attendance:

J. Conduit	G. Conquergood	E. Harrigan	J. Anderson	T. Morton
B. Garand	Z. Luidmanis	G. Hancock	J. Dunn	B. Bennett
P. Pellow	B. Agarwal	G. Mullin	G. Miller	

Mr. Morton announced death of Roy Vallee at his home in Walkerton, March 18. Mr. Vallee had worked for DIAND for twenty one years. Funeral to be held March 20.

1. Minutes of March 12 accepted.
2. Report on E.P.C., Ottawa, Mar. 13 to 16.

Mr. Harrigan gave following report:

- a) E-1 circular: first paragraph to be re-written; is to be considered a guideline. Will also be discussed at next ORLC meeting.
- b) Indian Act Revisions: cabinet document is being prepared. Conference is being held April 3 to 5 with N.I.B. for information exchange.
- c) Progress is being made re Native People and the Constitution; native people will be attending the first Minister's Conference on the Constitution in the fall.
- d) A-base Review: pilot is completed in B.C. Exercise did not live up to expectations; is costly and needs to be useful for operational matters.
- e) Economic and Employment Resource Task Force (D. Nicholson, F. Walchli) are to prepare report for June 30.
- f) Program Evaluation report will be circulated by Mr. Harrigan.
- g) J. Leask circulated paper on Reserves and Trusts. T. Morton to provide comments.
- h) Summer Employment: Region should deal directly with Mr. Musgrave.
- i) Native Employment: Ontario Region lacked data base; no specific targets were established. Will be discussed by Z. Luidmanis, J. Conduit and E. Harrigan and then be discussed with the O.R.L.C.
- j) TB Circular 1977-50: new terms and conditions have been presented to Treasury Board. System is to be implemented by April 1980.
- k) N. Mitchell distributed Maintenance Management Task Force Report. Pilot projects are to take place in Manitoba and Alberta.

- l) Slight surplus is currently anticipated; it was indicated that we must not lapse funds.
- m) Program forecast should be ready in two weeks.
- n) DIAND will not defray costs of Chiefs travel to meet the Queen.
- o) Any out of country travel must be approved by the Minister.
- p) Action Plans are to be in Headquarters by April 30. Must address questions of 20% reduction of staff-years, over three year period. All regions to reduce staff by 1000; Ontario Region to produce Action Plan for 135 staff-year reduction for 1980-81 and 1981-82.
- q) Management improvement over next year is to be a consolidation of existing systems.
- r) Reports of Management Information Systems Committee and Management Improvement Committee are to be circulated by Mr. Harrigan.

Mr. Conduit gave the following report:

- a) Meetings of the Directors of Operations are to be held regularly (3 to 4 times annually). Will include B. Veinot and R.Knox with other Headquarters staff being invited as required. Will deal with Operational matters and initially will look at Operational support to be provided by Headquarters.
- b) Capital Program: additional funds requested but not to be granted by Treasury Board until inventory of projects is developed.
- c) Band employee salary increases: Treasury Board requires data (inventory of band employees, salaries, etc.).

3. Financial Update:

- a) John Anderson and Frank Bradley have updated financial organization charts. Will be distributed to Management Committee.
- b) Workpackage for Finance almost complete.

4. E.O.W.

- a) Co-ordination of program will be handled by Human Resources Section.
- b) Advisory Committee: letter to be sent out from Mr. Harrigan, inviting staff to form committee. N. Mitchell to provide advise based on Headquarters experience.

5. Round Table:

G. Conquergood recommended Director General award contract for Whitefish Bay School. Accepted.

B. Agarwal: seminar for all Program Managers and District Planners on Organization and Environment Interaction to be held at York University.

J. Anderson: Federal Institute of Management meeting, April 5, 1979.
B. Tremaine of Public Service Commission, Ottawa is speaker.

G. Mullin: Aroland School, province has agreed to pay for non-status students bussed to Nakina.

DSE and District Manager want province to take over responsibility for the school.

T. Morton: Surveyer-General of Canada to visit March 22.

F. Bradley:

- a) O&M funds are being allocated, and over-targets will be allocated later.
- b) Distributed telex re districts raising first quarter cheques for April.

G. Miller:

- a) Attended District Liaison Council at Moose Factory. Munroe Linklater, Chief of Moose Factory Band is to be representative on ORLC.
- b) Unemployment statistics are frequently requested; Employment Program is trying to get bands to supply this information.
- c) Sportman's Show: Information Services and Economic Development involved in this (Mar. 16-25).

B. Garand

- a) PRE Evaluation of Indian Housing Report has been completed.
- b) Batchewana I.R. has three-quarter million dollar housing program; Minister is to attend the opening.

G. Hancock:

- a) Economic Development Management Team has allocated funding, using funding formula developed by Employment Program.
- b) Two major projects are to receive funds (Maniton Enterprises and St. Regis Lacrosse), but Treasury Board approval is required. Action to be taken to push this through.



55 St. Clair Avenue East
Toronto, Ontario M4T 2P8
March 16, 1979

Your file Votre référence

Our file Notre référence

ALL EMPLOYEES
REGIONAL OFFICE

Equal Opportunities for
Women Program

A study of the implementation of the Equal Opportunities for Women Program in the Ontario Region and in other Departments has recently been completed. Copies of the report may be borrowed from Joan Dunn, Executive Assistant to the Director of Operations.

The Management Committee has reviewed the report and approved the recommendations (attached). As a result, the Regional Personnel Manager has been appointed the Responsible Officer for the EOW program and the Human Resources Section has been identified to co-ordinate the program activities.

The implementation of the third recommendation depends upon the interest of employees. An advisory committee of interested and affected employees can effectively assist the Program by making recommendations concerning EOW issues to management.

Employees are, therefore, encouraged to establish an Advisory Committee. In order to assist in this, we have invited Ms. Nancy Mitchell, Chairperson of the Departmental Advisory Committee, which makes recommendations to the Deputy Minister, to come to Regional Office to brief employees on the workings of the headquarters committee.

Interested employees are invited to attend a meeting with Ms. Mitchell on April 12, 1979 from P.M. to P.M. in the main board room.

Eugene Harrigan
Director General
Ontario Region

Q:

MULTI ADRS TOR

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B

0001 MA

MARCH 19/79 9:00AM

DIST MGR

401/16-17-1

79/80 BUDGETS AND

FIRST QUARTER CHEQUES

I WOULD LIKE TO THANK EACH OF YOU FOR SO QUICKLY RESPONDING
TO THE VARIOUS TELEXS OVER THE LAST TWO WEEKS. AS YOU ARE AWARE,
YOUR ANSWERS AND HQ ANSWERS HAVE HELPED US IN OUR EFFORTS TO SEE
THAT YOU ARE ABLE TO RAISE CHEQUES AT THE BEGINNING OF APRIL.

TODAY YOU WILL BE RECEIVING THREE TELEXES IN ADDITION TO THIS
TELEX AS FOLLOWS

TELEX NO. 1

THIS TELEX WILL UPDATE THE TARGET FIGURES WHICH EACH OF YOU
HAVE ON YOUR 79/80 BUDGET WORKSHEET SO THAT YOU ARE AWARE OF THE
CORRECT VCC/RCM IN SO FAR AS THE TARGETS GO. THE OVER-TARGET
AMOUNTS WILL BE SENT TO YOU AT A LATER DATE. THE FINAL BUDGET
ALLOTMENT WILL OF COURSE, TOTAL THE TARGETS PLUS THE OVER-TARGETS.
HOWEVER, KNOWING THE DISTRIBUTION OF TARGETS WILL ALLOW YOU TO
BEGIN RAISING REQUISITIONS IN THE CORRECT VCC/RCM CODING.

THIS TELEX WILL COMPARE THIS YEARS ''ACTIVITY'' WITH NEXT YEARS ''FUNCTION'' CODING, SO FAR AS THE TARGETS GO. THAT IS, WE HAVE NOT TRIED TO COVER ALL POSSIBLE ACTIVITIES, BUT JUST THOSE FOR WHICH A TARGET HAS BEEN IDENTIFIED. THE COMPARISONS WERE ARRIVED AT BY DISCUSSIONS WITH EACH REGIONAL PROGRAM MANAGER. IF YOU HAVE QUESTIONS CONCERNING THESE TRANSLATIONS FROM OLD TO NEWN YOU SHOULD CONTACT THE APPROPRIATE FUNCTIONAL MANAGER IN REGION. THIS INFORMATION WILL ASSIST YOU TO COMPLETE THE CODING ON THE CHEQUE REQUISITIONS MENTIONED ABOVE.

TELEX NO. 3

THIS TELEX WILL SET OUT THE SPECIFIC PROCEDURES TO BE FOLLOWED TO ENSURE THAT IN FACT YOUR CHEQUE REQUISITIONS GET PROCESSED AND A CHEQUE IS RAISED AND ACTUALLY DELIVERED INTO YOUR HANDS FOR DISTRIBUTION.

MANUAL

YOU SHOULD TODAY BE RECEIVING COPIES OF THE EXPENDITURE CODING MANUAL DATED MARCH 6, 1979. ANY QUESTIONS YOU MAY HAVE ON CHANGES MADE OR TO BE MADE TO THIS MANUAL SHOULD BE DIRECTED TO ALLAN GOLDBACH. ONE CHANGE THAT CAN BE MARKED IN RIGHT NOW, HOWEVER, IS THE CREATION OF THE SUPT OF ECON DEVELOP. AS AN RCM IN MOST DISTRICTS AS FOLLOWS

42000	SUDBURY
42100	LONDON
42200	PETERBOROUGH
42300	FORT FRANCES
42400	JAMES BAY
42500	KENORA
42600	NAKINA
42700	LAKEHEAD
42800	SIOUX LOOKOUT

THE REMAINDER OF THIS TELEX IS A COPY OF A TELEX WHICH WE
RECEIVED LAST WEEK FROM HQ ON QUESTIONS ON VCC'S. IT IS PROVIDED
FOR YOUR INFORMATION.

QUOTE

DIRECTORS OF FINANCE

I AND I AFFS ALL REGIONS

A/CHIEF

HEADQUARTERS FINANCIAL SERVICES

FINANCIAL SYSTEMS 79/80

COMM. NO. 6

1. THIS IS IN RESPONSE TO A LOT OF THE QUESTIONS YOU HAVE BEEN
ASKING.

VCC 100 ALL SALARIES, WAGES ETC. TO BE CODED HERE (EXCEPT
FOR CAPITAL MAN YEARS) AND REGARDLESS OF OTHER VCC'S
SUCH AS 139.

139 INCLUDES EVERYTHING IN THE SUB-ACTIVITY BLOCK,
CODES 3002 TO 3007. OTHER SCHOOL COSTS RELATING TO
MAINTENANCE AND OPERATION, CODES 6050 AND 6051,
ARE VCC 102.

140 INCLUDES EVERYTHING IN THE SUB-ACTIVITY BLOCK
CODES 3008-3013.

306 THE DEFINITION OF THIS SHOULD BE AMENDED BY STRIKING
OUT THE WORDS 'AND FACILITIES.' SO IF A BAND IS
OPERATING A SCHOOL IT WILL BE FUNDED FROM 306 FOR
THE EDUCATION COMPONENTS (CODES 3008-3013) AND FROM
316 FOR THE PLANT O AND M COMPONENTS (CODES 6050-
6051) AND OF COURSE IT DOES INCLUDE ANY OTHER EDUCATIONAL
SERVICES WHICH A BAND IS ADMINISTERING.

313 REFERS TO COMMUNITY PLANNING.

308 INCLUDES FUNDS FOR THE BAND WORK PROCESS.

GOODS/SERVICES RENDERED TO SOCIAL ASSISTANCE RECIPIENTS.

137 COVERS PAYMENTS TO PROVINCES, ORGANIZATIONS OR
INDIVIDUALS CARING FOR CHILDREN.

102 WOULD INCLUDE ANY OTHER SOCIAL SERVICES PAYMENTS NOT
CONTROLLED ELSEWHERE BY A VCC. PAYMENTS FOR DAY
CARE CENTRES WOULD BE INCLUDED HERE: DAY CARE
CENTRES OPERATED BY BANDS ARE IN VCC 310.

312 WILL INCLUDE LIBRARY CONTRIBUTIONS TO BANDS FOR TRAINING,
MEMBERSHIP AND LAND MANAGEMENT PURPOSES.

306 WILL INCLUDE LIBRARY CONTRIBUTIONS.

316 WILL INCLUDE RECREATION CONTRIBUTIONS.

303

AND 312 DO NOT INCLUDE SALARIES FOR BAND EMPLOYEES SUCH AS
SOCIAL WORKERS OR WELFARE AIDES (USE 309 OR 310).

2. THERE HAVE BEEN A NUMBER OF QUESTIONS ABOUT THE 'DISAPPEARANCE'
OF CERTAIN SUB-ACTIVITIES WHICH HAVE BEEN IN THE CODING MANUAL
IN THE PAST. GENERALLY SPEAKING THE ANSWER IS THAT THESE ARE
NOT REALLY ACTIVITIES, AND THAT A LINE OBJECT WILL DESCRIBE
WHAT IS BEING DONE. SO USUALLY YOU WILL HAVE TO CODE UP TO A
HIGHER ACTIVITY LEVEL AND OF COURSE FIND AN APPROPRIATE LINE
OBJECT.

IF THERE ARE ANY QUESTIONS ON THE ABOVE OR FURTHER QUESTIONS
ON THE CHART OF ACCOUNTS PLEASE ADDRESS THEM TO B.J. VEINOT
OR T. CLARKE.

R C PANKHURST CHIEF FINANCIAL APPLICATIONS

FIN AND NGT BR I AND I AFFS TLX 05337QQ

QUOTE

F. BRADLEY

BCS CO-ORDINATOR

CORRECTION: UNDER VCC 312, THE WORD LIBRARY SHOULD NOT BE IN
THAT SENTENCE.

0002

TX 07-594530 IAND FTF

0003

TX 067-81504 IAND MFTRY

0004

TX 07-592546 IAND KEN

0005

TX 073-4321 IAND THE

0006

TX 064-7127 IAND LDN

0007

TX 073-4145 IAND GLTN

0008

TX 07-596513 IAND SLKT

0009

TX 067-7385 IAND SBY

0010

TX 06-962895 IAND PBRO

0011

TX 061-81197 IAND BTFD

0012

TX 061-81171 IAND EDS ATKN

NNNNNNNN

*PPP

ACC 001 MAR 19 1058 EST GUK 295

ACC 002

ACC 003

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ACC 010

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ACC 012

MULTI ADRS TOR

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MESSAGE FORM

FORMULE DE MESSAGE

TO: ALL DISTRICT MANAGERS ONTARIO REGION (EXCEPT BRUCE)	FROM: DE JOHN CONDUIT Branch DIRECTOR OF OPERATIONS Direction ONTARIO REGION Division	Not to be included in Message: A ne pas comprendre dans le message File No. Dossier n°
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Telex Phone No. (if available) Numéro de téléphone telex (s'il en a)	PRIORITY (Check whichever is applicable) For Dispatch À transmettre	Within 1 hr. D'ici 1 h	<input type="checkbox"/>	Within 3 hrs D'ici 3 h	<input type="checkbox"/>	By 8:30 A.M. Tomorrow Au plus tard à 8h30 demain matin	<input type="checkbox"/>
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PLEASE PRINT PLAINLY OR TYPE MESSAGE BELOW
PRIÈRE D'ÉCRIRE EN MOULE OU DE DACTYLOGRAPHIER LE MESSAGE DANS L'ESPACE CI-DESSOUS

CODE NO - N° DE CODE	
Originator's - Envoyeur	Addressee's - Destinataire

1979/80 BUDGET INPUT

- 1) BEFORE YOU CAN RAISE A CHEQUE REQUISITION TO GET FUNDS FOR APRIL 1/79, REGIONAL FINANCE MUST INPUT THE BUDGET USING THE NEW RCM/VCC CODING.
- 2) BEFORE REGIONAL FINANCE CAN PREPARE THE RCM/VCC CODING, YOU HAVE TO ANSWER THE THREE QUESTIONS (A, B & C) SET OUT BELOW. THESE QUESTIONS REFER TO THE THREE BUDGET WORKSHEETS YOU RECEIVED IN TORONTO ON FEBRUARY 26/79. PLEASE RESPOND BY TELEX TO THE FOLLOWING THREE QUESTIONS ASAP THIS WEEK.

A - DOES THE TOTAL FUNDS ON EACH PAGE AGREE WITH THE 79/80 TARGET INFO. THAT YOU SUBMITTED LAST FALL? IF NOT, INDICATE HOW IT DIFFERS.

B - DOES THE BREAKDOWN OF THE FUNDS ON EACH PAGE AGREE WITH THE SAME 79/80 TARGET INFO THAT YOU SUBMITTED LAST FALL? IF NOT, INDICATE HOW IT DIFFERS.

C - IN REVIEWING THE PRELIMINARY ALLOCATION TO THE NEW VCC'S ON EACH PAGE DO YOU HAVE ANY QUESTIONS OR SUGGESTIONS FOR CLARIFICATION?
- 3) IF HQ PROVIDES ANY NEW CLARIFICATIONS OF VCC'S THIS WEEK, WE WILL PASS IT ON TO YOU IMMEDIATELY BY TELEX
- 4) IF HQ PROVIDE ANY INFORMATION ON OUR SHARE OF THE "OVER-TARGET" AMOUNTS THIS TOO WILL BE PASSED ON TO YOU IMMEDIATELY.

CONT'D. PAGE 2

If further space is required please use a second page - Si cet espace est insuffisant, priere d'utiliser une deuxième feuille.

The following information must be supplied but will not be sent with the above message.

S'il faut fournir les renseignements suivants qui, toutefois, ne feront pas partie du message ci-dessus.

Page Prepared by-- Rédigé par--	Telephone No.: Numéro de téléphone:	Date	Signature of Person Authorizing Message: Signature de la personne autorisant l'envoi du message:
---------------------------------------	--	------	---

- 5) IF ANSWERS ARE NOT FORTHCOMING FROM HQ ON QUESTIONS 3 AND 4 WE WILL THEN PROCEED TO INPUT THE 80.9 MILLION TARGETS BASED ON YOUR ANSWERS TO QUESTIONS A, B & C ABOVE. AS SOON AS THIS INPUT IS READIED WE WILL TELEX TO YOU THE INPUT FOR YOUR DISTRICT WHICH WILL ALLOW YOU TO RAISE AND CODE CORRECTLY THE NECESSARY CHEQUE REQUISITIONS FOR RELEASE OF FUNDS APRIL 1/79.
- 6) FINALLY, A TELEX WILL BE SENT TO YOU TOMORROW CLARIFYING THE SUPERINTENDENT OF ECONOMIC DEVELOPMENT RCM QUESTION. DO NOT WAIT FOR THIS TO ANSWER QUESTIONS A, B & C HOWEVER.
- 7) FROM NOW UNTIL JUNE 30, 1979 FRANK BRADLEY WILL BE ASSISTING REGIONAL FINANCE BY ACTING AS THE BCS CO-ORDINATOR FOR 1979/80. PLEASE DIRECT YOUR ABOVE ANSWERS AND ANY ADDITIONAL QUESTIONS TO HIM (PHONE 966-6214).



John Conduit
Director of Operations
Ontario Region

c.c. ALL PROGRAM MANAGERS & SECTION HEADS

A G E N D A

REGIONAL MANAGEMENT COMMITTEE MEETING

MONDAY, MARCH 12, 1979

1:30 P.M.

1. Review and adoption of
previous minutes
2. District Manager's Report - Peterborough District - Ian Howes
3. E.O.W. Report - 15 min. - J. Dunn
4. Round Table Discussion

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
MARCH 12, 1979

J. Conduit	G. Conquergood	M. Philip	B. Garand	Z. Luidmanis
G. Miller	J. Wells	B. Agarwal	J. Anderson	G. Mullin
D. Patterson	S. Preiss	J. Hancock	J. Dunn	I. Howes
F. Bradley				

1. Minutes accepted.
2. District Manager's Report, Peterborough
 - I. Howes presented the following report:
 - a) All Chiefs meeting was held in Peterborough Mar. 6 - 7.
 - Thanks extended to J. Conduit, E. Harrigan for participation.
 - Contribution agreements: bands accept agreements in principle. They plan to study relevant documents in order to amend future agreements, if necessary.
 - b) Decentralization of Lands to Peterborough is going ahead for May 1st. District and Regional office staff are holding meeting to study organization. No additional staff-years required.
 - c) Workpackage has been prepared for each band. Goals for staff were developed with bands. This represents first step in comprehensive planning.
3. E.O.W. Program

J. Dunn tabled report on E.O.W. Program.

Recommendations:

 - a) Responsible Officer will be Regional Personnel Manager.
 - b) Co-ordinator: Personnel Manager will assign this responsibility and report back to Management Committee as soon as possible.
 - c) Advisory Committee: Responsible Officer and Co-ordinator (when appointed) will draw up Terms of Reference for review at Management Committee meeting. Advisory Committee is to be established on voluntary basis.

Existing Management Sub-committee for E.O.W. was disbanded, with thanks.
4. Round Table:

S. Preiss - ORLC meeting to be held in Sudbury, March 23.

I. Howes - suggested Program Managers should have worked more closely with functional responsibility areas in preparation of Workpackages Study.

D. Patterson - Management Effectiveness Training is being held this week for London Chiefs.

G. Miller

- a) will be attending James Bay District Liaison Council meeting Mar. 13.
- b) will be attending meetings at Sabaskong I.R. March 17-18.
- c) attended meeting of Union of Nova Scotia Indians; research and claims work being done is impressive.

Frank Bradley

- a) Headquarters has allocated positions for summer youth employment in different areas from those indicated by Ontario Region. Brief will be prepared for E. Harrigan to present to EPC, outlining our requirements.
- b) Telex re 1979-80 budget input, sent by Mr. Bradley to all Districts, was distributed and discussed.

J. Wells - Attended MNR Lands Certificate Course at Dorset with Mr. Morton. Gave talk on Lands from DIAND perspective, especially as it relates to the Province.

G. Mullin

- a) Preliminary report has been received re arson at Aroland School. J. Conduit will be writing M. Barstow re Aroland School.
- b) Mr. Mullin questioned responsibilities of functional/direct reporting relationship. Mr. Conduit indicated that this matter will be included in the Terms of Reference of the Regional Reorganization Committees.

J. Anderson - thanked D. Patterson for assistance on workshops re year-end closing. Mr. Anderson said workshops were an improvement on simply instructing staff by letter and information kits.

G. Conquergood

- a) Regional Capital Management Committee must identify either "block funding" or project funding into either Vote 10 or Vote 15 after April 1. Vote 15 contribution agreements may include such items as community infrastructure electrification to Ontario Hydro.
- b) RDG has exchanged program type letters affecting Pickle Lake warehousing and staging facility of Sioux Lookout District with RDG of Public Works Canada. The warehousing influences our Day Labour capability for northern construction. Pickle Lake inventory will pass as Crown Asset from PWC to DIAND by handover scheduled for 27-29 March, 1979.

- c) Extension to Sandy Lake School, under construction for past year has Architects Final Acceptance scheduled for Tuesday, Mar. 20.

J. Conduit

- a) letter has gone out re Regional Reorganization Committees.
Chairmen: D. Wallace, Development Program; V. Gran,
Community Infrastructure. Workshops will be held Mar. 26-27
and April 2-3 to begin work on this assignment.
- b) ORLC meeting, Mar. 23. Any presentations to ORLC should be tabled
at Management Meeting, Mar.19.

A G E N D A
REGIONAL MANAGEMENT COMMITTEE MEETING
MONDAY, MARCH 5, 1979
1:30 P.M.

1. Review and adoption of previous minutes
2. District Manager's Report - London District B. Milner
3. TB Circular 1977-50 - Contribution Agreements 15 min. E. Harrigan
4. 1979/80 Plan of Action E. Harrigan
5. Finance Training Session - Update Management Committee on Finance Training Session 10 min. J. Anderson
6. E.O.W. Action Plan 1979/80 - 10 min. (see attachment) J. Dunn
7. Round Table Discussion

*A.B. Conquergood
2 Mar 79
for D. Qps*

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
MARCH 5, 1979

In attendance:

E. Harrigan	J. Conduit	G. Conquergood	M. Philip	B. Agarwal
R. Aniol	B. Bennett	T. Morton	Z. Luidmanis	J. Anderson
F. Bradley	S. Preiss	G. Mullin	B. Milner	G. Hancock
J. Dunn	D. Patterson			

1. Minutes accepted.

2. District Report, London:

B. Milner presented the following report:

- a) Staffing actions ongoing.
- b) BCS status reports are not current. This causes problems.
- c) Band - staff training seminar is planned.
- d) Ray Rogers was elected District Advisory Council representative to the ORLC for one-year term.
- e) Lands - backlog of work in this area.
- f) Education cutbacks are causing backlash, especially by the Education Advisory Committee.
- g) Walpole Island Water - tenders are in but too high. Will be looked at again.
Walpole Island Drainage project is behind.
- h) Withdrawal of 1420 funding has caused adverse reactions, but are working with District Advisory Council.
- i) Kettle Point and Chippewa of the Thames are having financial problems.
- j) Workpackage Study is being finalized.
- k) Mr. Milner is experiencing good co-operation with his staff.
- l) Invitation extended by Mr. Milner on behalf of District Chiefs, to E. Harrigan to attend April District Advisory Council meeting.

3. T.B. Circular 77-50, Contribution Agreements:

Circular directs that funding follow either

- a) quarterly advances with accounting of previous quarter being given before next quarter funds paid
- or
- b) first quarter paid then when first month is accounted for, fourth month's funds will be paid.

Potential problems: most bands do not have sufficient cash flow, and turn around time for accounting is too short.

ACTION:

- a) E. Harrigan is to bring matter to attention of E.P.C.
- b) Districts are to proceed working with bands in developing reporting system and cash flow procedure. F. Bradley will review this with Districts this week.

4. 1979-80 Plan of Action

J. Anderson said letter has been received from R. Brown outlining requirements. Material will be circulated. Expect to hear soon regarding supplementaries.

5. Financial Training

J. Anderson, A. Goldback and F. Bradley are continuing financial training. All questions from training sessions are to be recorded for follow up.

6. E.O.W. Action Plans, 1979-80

J. Dunn tabled E.O.W. Action Plans.

7. Round Table

E. Harrigan:

- a) Visited St. Regis. Education cutbacks were mentioned.
- b) Charles Cornelius was re-elected President, AIAI.
- c) Dennis Cromarty was elected President, Grand Council Treaty 9.

J. Conduit:

Regional organization changes -

F. Bradley will be working in Finance on longterm changes. J. Anderson will continue to handle day-to-day operational matters.

M. Philip will be assisting part-time in Employment until B. Garand returns and will then handle Employment Program full-time.

G. Mullin:

- a) Attended meeting at Rideau H.S. Ottawa re ANA program. Plans are underway to put future grade 8 graduates in schools in North Bay.
- b) Attended meeting at The Briars to discuss education matters with college and university students.

G. Conquergood:

Mr. Conquergood expressed appreciation of Management Committee to Jim McFarlane for work he did as A/Regional Personnel Manager.

M. Philip:

- a) Staff training (rotational assignments) are complete. Mr. Philip thanked Finance and Administration for their assistance.
- b) Local Government support staff are available to provide assistance to other sections where required but will continue to do own work while manning phones, etc.

B. Agarwal:

Project Control System training session being held March 6; being video-taped for field staff.

B. Bennett:

- a) Association Presidents are holding meeting in London; Tripartite will be agenda item.
- b) Mr. Bennett met with E.T. Jolliffe for information exchange.
- c) Preliminary paper is being prepared by Mr. Bennett on Federal-Provincial Relations.

T. Morton:

- a) Meeting was held with Chief J. Mason and letter prepared for Cottagers Association regarding need for increased levy.
- b) Session was held for Local Government staff, Fort Frances and Kenora on Indian Act Revisions.

D. Patterson:

- a) Retirement training workshop is being planned.
- b) Band staff Training session is being held in London Mar. 13 - 16.

G. Hancock:

- a) Economic Development are trying to improve the responsiveness of Dree to Indian needs : in North IAN will sit on Dree Management Board; in Eastern Ontario, clauses will be added indicating off-reserve Indians are to benefit from agreements.
- b) MBA students have been hired to work with Indian business this summer.

F. Bradley:

IAN/CEIC Workshop to be held at end of March is to be re-scheduled.

FEBRUARY

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
FEBRUARY 19, 1979

In attendance:

E. Harrigan	V. Gran	J. Conduit	B. Bennett	B. Agarwal
G. Conquergood	J. Anderson	J. Wells	J. McFarlane	M. Philip
G. Mullin	S. Preiss	J. Dunn	B. Milner	G. Miller

Mr. Harrigan announced that John Conduit has been appointed Director of Operations, commencing his duties March 1.

1. Financial Review:

J. Anderson reported on training given at HQ. last week on a) year-end closing b) public accounts c) new chart of accounts.

Further training will be given for Regional Office and District staff: Feb. 26, BCS training, Mar. 5 - 9, 3-day session re year-end closing procedures.

B. Veinot will be in Regional Office, Feb. 27 re current budget.

Mr. Anderson said call letter for 1979-80 main estimates and targets for capital will be out this week.

Frank Bradley will be working on main estimates this week aligning info submitted with new responsibility centre numbers and vote control codes.

2. Organization Review:

J. Conduit tabled proposed organization for Ontario Region (attached). This corresponds to 1980-81 program forecast which proposed an improved co-ordination of programs.

A letter will go out this week, appointing committee to work on details of proposal, before presentation to ORLC and HQ.

Implementation is planned for April 1, 1980.

3. Round Table

3.1 B. Bennett discussed Tripartite. A one month hiatus has been requested by Chiefs:

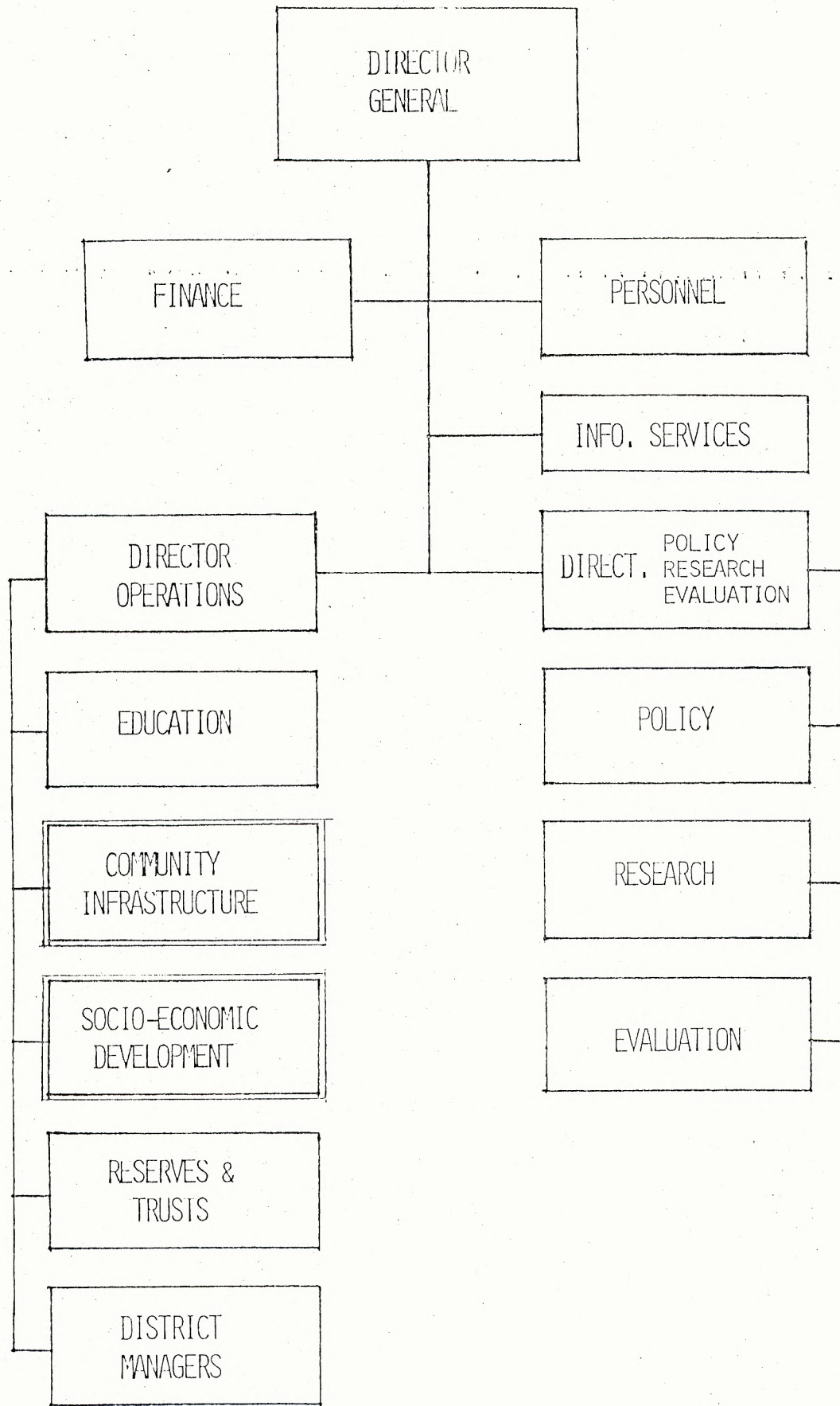
- a) they feel that they are not making a consistent response
- b) want time to evaluate
- c) want to determine resources needed for process

Presentation will be made to Steering Committee March 22.

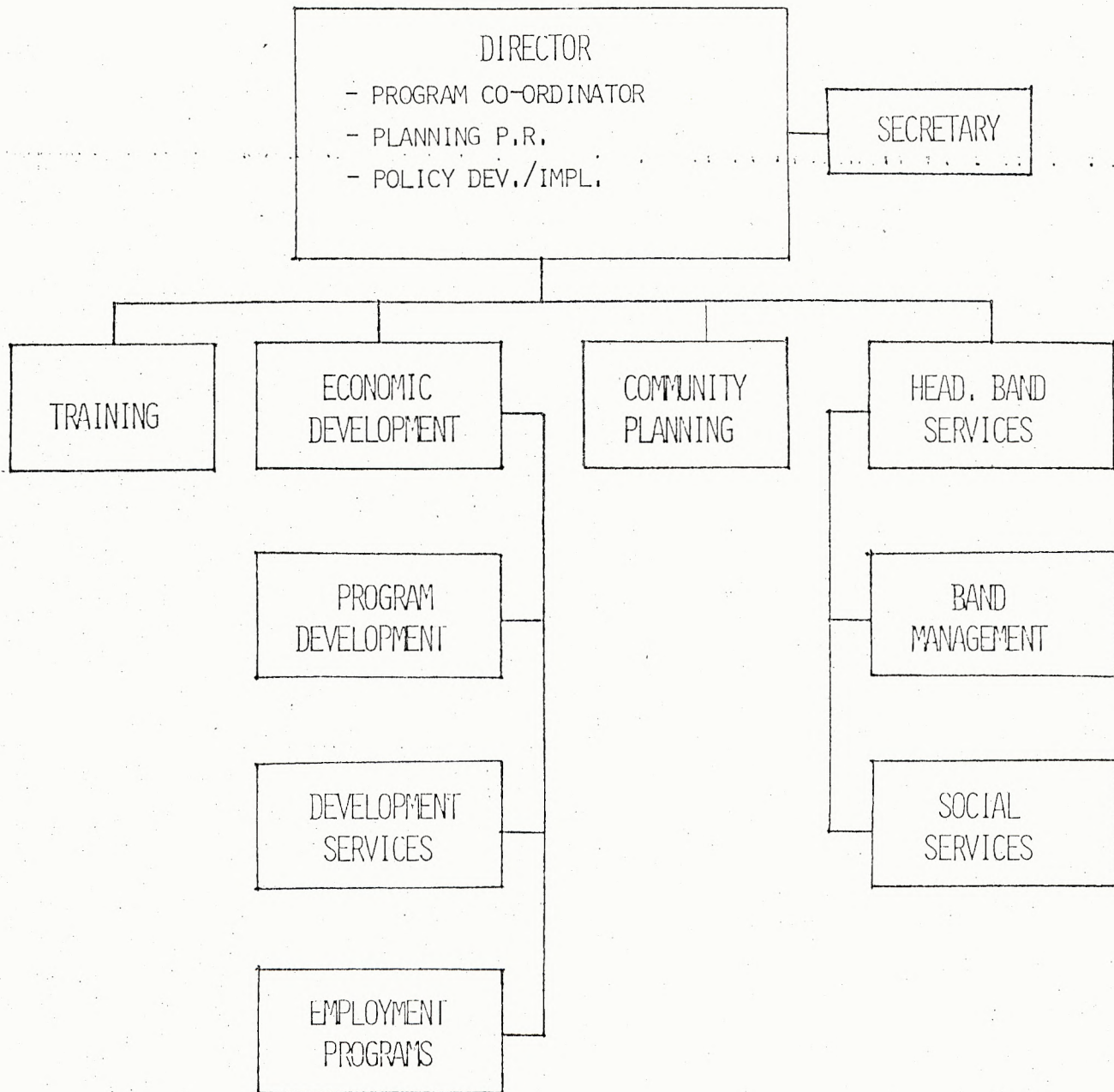
- 3.2 J. Anderson said new chart of accounts is solely an accounting document; it does not indicate changes in signing authority. Auditor-General's representatives are looking at program forecast this week.
- 3.3 M. Philip reported that new numbering system (on national basis) will be used for project control. Information received from N. Mitchell at Capital Mangement meeting.
- 3.4 G. Conquergood said E & A is preparing briefing package for Six Nations/New Credit meeting (planned for Feb. 28, 10:00 a.m.)
- 3.5 J. McFarlane said Mike Sims, Director of Human Resources, Corporate Personnel, will be in Regional Office, Feb. 28 re manpower planning.
- 3.6 G. Miller will be resource person at seminar for youth being hosted by Sarnia I.R. Feb. 24, 25. He will also be attending annual meeting of Nova Scotia Indians.
- 3.7 F. Bradley said joint IAN/CEIC letter re Workshop went out last week.

Attach.

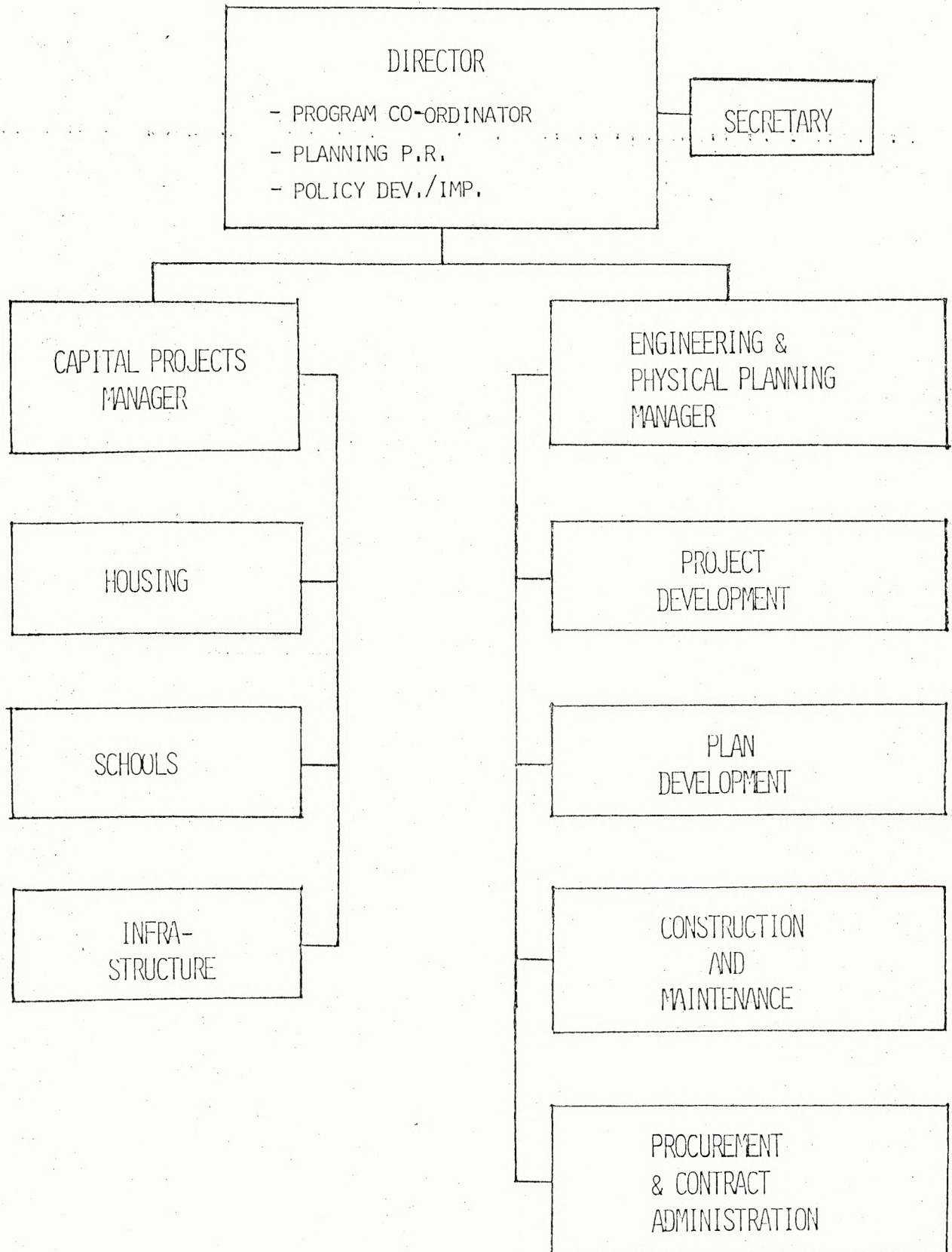
PROPOSED REGIONAL ORGANIZATION



SOCIO-ECONOMIC
DEVELOPMENT PROGRAM



COMMUNITY INFRASTRUCTURE PROGRAM



A G E N D A
REGIONAL MANAGEMENT COMMITTEE MEETING
MONDAY, FEBRUARY 12, 1979
1:30 P.M.

1. Review and adoption of previous minutes
2. District Manager's Report - Nakina District - M. Barstow
3. O.R.L.C. Meetings - Items of Agenda - V. Gran
4. Administtrivia - Use of Distribution lists - M. Philip
- Duplicate copies District Correspondence (3 min.)
5. Transfer Model - Local Control - (5 min.) - G. Mullin
6. Budget Analysis & Development Process - Education Program, Ontario Region - (15 min.) - G. Mullin
7. Round Table Discussion

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
FEBRUARY 12, 1979

In attendance:

V. Gran	J. Dunn	T. Morton	A. Goldbach	M. Philip
M. Barstow	J. Forbes	L. Clarke	J. Conquergood	G. Mullin
G. Miller	P. Pellow	J. McFarlane		

1. Review of minutes, February 5.

Minutes were adopted.

2. District Manager's Report, Nakina District

M. Barstow presented the following report:

- 2.1 Local government has been meeting with bands and settlements re capital management plans. Bands are proposing changes; ability to do this to be clarified after Feb. 15 meeting with N. Mitchell.
- 2.2 Training program for settlements - a band administrator has conducted three-month, on site training program. It was successful and chiefs feel more effective than formal training. Mr. Barstow to discuss with D. Patterson.
- 2.3 D.S.E. is reviewing teacher/pupil ratio and studying tuition agreements.
- 2.4 There are two qualified candidates for CO-2 position.
- 2.5 Planning for road between Nakina and Fort Hope has begun. Working with DREE.
- 2.6 Constance Lake Band - Slow in deciding whether or not to purchase saw mill.
- 2.7 Commercial fishery operations: working with Sioux Lookout on this - Requires additional funding.
- 2.8 Fort Hope Development Corporation may have financial problems.
- 2.9 Problems with B.C.S. continue. Mr. Gran pointed out that training session re BCS will take place Feb. 26.
- 2.10 Have acquired additional staff housing.
- 2.11 Problem of publicity especially re Landsdowne House to be discussed with Mr. Harrigan.
- 2.12 Chiefs are demanding increased and better service. Are doing lobbying, apart from Treaty 9.

3. Mr. Gran expressed appreciation of co-operation and assistance he and Mr. Conduit have received over the past few months.

4. Administrative Services and Security:

Mr. Ron Désormeaux from HQ outlined the services that this division can provide re records management, library services, publishing, audio-visual services and security. Mr. Gran will initiate request for assistance re administrative procedures.

5. Ontario Region staff matters:

Mr. Gran outlined the following points:

- 5.1 Minutes of management committee meetings should be circulated to staff; in addition, managers should hold regular staff meetings.
- 5.2 Main role of Regional Office is to provide service to District Offices.
- 5.3 Attendance of managers at ORLC meetings should be delivered at management committee meetings or by the Director General or Director of Operations.
- 5.4 Papers to be presented at ORLC meetings must be cleared at management committee meetings or in an emergency, by the Director General or Director of Operations.
- 5.5 IAN staff must support staff presentations made to the ORLC.
- 5.6 District Liaison Councils should clear agenda items through District Manager or through ORLC Agenda Committee.

6. Administrivia:

Mr. Philip made the following points:

- 6.1 Items for distribution should be distributed according to distribution lists, or clearly listing all who should see them. Effort must be made to ensure rapid distribution, if necessary, passing by hand.
- 6.2 Administration will inform Districts that duplicate copies of letters and reports are unnecessary in future.

7. Mr. Gran announced that Brian Veinot and team will be in Regional Office, Monday, Feb. 19. All financial staff and program managers are to be available.

8. Transfer Model - Local Control:

Mr. Mullin tabled the Transfer Model, designed to be used by programs, districts or bands.

Mr. Mullin will bring to HQ. attention the need to disseminate information re eighteen month lead time required for take over of program.

9. Budget Analysis and Development Process

Mr. Mullin tabled a kit outlining method for developing budgets and justifying needs and expenditures, in order that there be equitable distribution of funds and documented support for budget requirements. This kit will be distributed to Districts.

10. Round Table

G. Mullin

10.1 Meeting Feb. 15 re Christian Island finances.

10.2 J. Gover working on report re services to the Bruce, therefore no immediate answer to Saugeen BCR requesting membership on London District Education Advisory Council.

G. Miller

10.3 Minister will be in Toronto, Feb. 25 for ceremony at Bloor/Spadina subway stop, where two totems will be erected.

10.4 Kenora newspaper editor took "fiery stance" re Globe & Mail article on lack of employment opportunities for Indians.

10.5 R. Aniol will be attending one-day seminar for Indian news editors.

10.6 Sportsman Show - D. Wellstead and M. Loucks are working with MNR on this.

M. Barstow

10.7 C. Cornelius and W. McKay were quoted in Thunder Bay newspaper, indicating that Tripartite Process is not working.

T. Morton

10.8 Saugeen has raised annual tenants levy from \$150 to \$225.
Mr. Morton hopes Cottagers Association and Band begin communicating on this.

A. Goldbach

10.9 IAN will be subject to comprehensive audit, including public accounts. (J. Anderson and other finance staff in Ottawa this week for training re public accounts.) Training package on this will be prepared for Regional Office and District staff.

P. Pellow

10.10 Joint meeting taking place Feb. 15-16 with CEIC re Native Harvesters' Program.

G. Conquergood

10.11 Half-day training re capital management recommended for March 6.
Responses to be given to Mr. Conquergood by Feb. 20.

A G E N D A
REGIONAL MANAGEMENT COMMITTEE MEETING
MONDAY, FEBRUARY 5, 1979
1:30 P.M.

1. Review and adoption of previous minutes -
2. District Manager's Report - James Bay District D. Fletcher
3. National Finance Managers' Conference - a) BCS, DSS and Public Accounts F. Bradley
b) Son of BCS
(10 min.)
4. Use of Employment Agency for Secretaries - Discussion (10 min.) J. McFarlane
5. Summer Placement of Band Communications Workers - per attached memo (5 min.) G. Miller
6. Tripartite Services Working Group - Progress Report (10 min.) B. Bennett
7. Round Table Discussion

55 St. Clair Avenue East,
TORONTO, Ontario M4T 2P8

Mr. Ken Kelly,
Director, Public Communications
and Parliamentary Relations
Indian and Inuit Affairs
Department of Indian Affairs and
Northern Development
OTTAWA, Ontario
KIA OH4

February 1, 1979

401/1-2-18 (IS)

Summer Placement of Band Communications Worker
Mike Duxtator, Six Nations

Enclosed is a copy of a self-explanatory memorandum dated January 26th prepared by Richard Aniol.

Confirming my comments made by telephone to you and to Rob Dolan, it should not be presumed that adequate consultation has gone on about this proposal with the Ontario region or that concurrence has been conferred.

Mr. Duxtator's work is noteworthy, and this office is interested in contributing to his advancement.

There is some concern however that his placement at Six Nations without the continuous knowledge and approval of this office of his movements and actions may result in some loss of control in respect of Indian Affairs information services and public relations in the Ontario Region.

If you could see your way clear in putting Mr. Duxtator under the supervision of this office and making the Toronto regional office as his official base, it should be possible to make a favourable recommendation for approval of the arrangement with the Regional Director General and our regional management committee.

If this were done, Mr. Duxtator would be assisted as much as possible in carrying out the work plans set out for him by Mr. Dolan in accordance with the communications training program guidelines.

.../2

Mr. Ken Kelly

- 2 -

February 1, 1979 -

It is suggested that no firm commitments be made in this respect until our regional management committee gives approval of a suitable arrangement.

Original Signed By

G. R. MILLER

Gordon R. Miller
Regional Information Adviser -
Ontario
Indian and Inuit Affairs

Encl:

mt

55 St. Clair Avenue East
TORONTO, Ontario M4T 2P8

January 26, 1979

Mr. Gordon R. Miller
Regional Information Adviser - Ontario
Indian and Inuit Affairs

401/1-2-18 (IS2)

Rob Dolan, on contract with Ken Kelly's office (185-7-0060), called about a new plan scheduled for this summer to replace the summer reporter training sessions of last year. A Six Nations Indian named Mike Duxtater will spend the summer as a band information officer working out of the Six Nations band office. (This project has not yet received final approval) The contract would start April or May 1 and run 16 weeks. Duxtater would contact bands throughout Ontario to see what sorts of information would be most useful for them and how it could be disseminated. Mike is 25, has had radio journalism experience with CBC, and is taking university courses at McMaster. He would use regional information services as a contact to get information about the various Indian Affairs programs and other federal department programs. Dolan will put this all in writing in a letter to you (Gordon Miller).

The new summer program will also include visits by Bob Rupert to the newsrooms of various Indian publications to help with reporting and editing. On-site training is tentatively scheduled for Wa Wa Ta News and Micmac News.

In addition the posters and written profiles on 20 Indians for the native employment plan are in the mail. The tapes will follow.



Richard Aniol
Assistant Regional Information Officer
Indian and Inuit Affairs

RA/hr

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
FEBRUARY 5, 1979

In attendance:

E. Harrigan	J. Conduit	J. Anderson	J. McFarlane
M. Philip	B. Bennett	D. Patterson	J. Dunn
G. Miller	T. Morton	C. Conquergood	G. Mullin
F. Bradley	J. Wells	S. Preiss	J. Hebert
		B. Agarwal	D. Fletcher

1. Review and Adoption of Previous Minutes:

Correction to page 2, item 3.6 should read "General Anderson" and not Mr. Alexander.

Comment to page 2, item 3.11 re Globe and Mail article regarding employment was covered by the Fort Frances Newspaper.

The minutes moved for acceptance by G. Conquergood, seconded by D. Patterson.

2. District Manager's Report - James Bay:

Mr. Dave Fletcher, the newly appointed District Manager of James Bay, presented his report on district activities and tabled a one page summary report (see attached). He was also accompanied by Mr. J. Hebert who was in attendance.

Action: In response to Mr. Fletcher's report, it was agreed that a Needs Assessment together with a short term study should be conducted with respect to office and housing accommodation for James Bay. Mr. J. Anderson to take necessary action. Mr. M. Philip will follow-up with Mr. Fletcher on electrification problem and Mr. D. Patterson is to discuss training of new employees.

3. National Finance Managers' Conference:

Mr. F. Bradley reported on:

- A. B.C.S., D.S.S. and Public Accounts
- B. Son of B.C.S.

He stated that Allan Goldbach, Austin Cabral and Betty Laporte of Finance were also in attendance at this national conference.

The major result of this conference has been the sizeable increase in workload. Mr. Bradley and Mr. Anderson have discussed action plans for the next three months. It was agreed that Mr. Anderson

would concentrate on the year's end work which will include more requirements from the Auditor General with respect to Public Accounts. Mr. Bradley will concentrate his efforts on the new fiscal year and the introduction of "Son of B.C.S." with particular reference to stepped-up efforts in training. He indicated that Headquarters has prepared a training package for February 26th for non-financial managers. The Director of Finance from Headquarters will be in attendance. Mr. Bradley will discuss with the Director General if there will be district representation. A discussion ensued on the importance of appropriate training for staff in financial matters.

Mr. Philip raised an issue with respect to regulations on funding to bands as well as contribution agreements and the associated problems that could be encountered in the new fiscal year. In this regard, Mr. Anderson mentioned that there is a Financial Training Program in Headquarters for all the heads of the Band Financial Advisers, on February 20-22 and this item will be discussed. It was suggested that perhaps program people should also be in attendance.

Action: Mr. Conduit to contact the British Columbia Region who have examined various alternatives to exchange items on funding to bands. Mr. Philip suggested that, in the meantime, Ontario B.F.A.'s should meet to come up with a position on how to operate funding arrangements with bands for the new fiscal year.

4. Use of Employment Agency for Secretaries:

Mr. McFarlane tabled this item for discussion. He pointed out that there has been an increase in the use of personnel agencies for secretaries and cautioned their use. He suggested that Personnel should be advised before an outside agency is used. There are alternative ways of staffing on a short term basis as was discussed.

Mr. Harrigan stated that managers should seek concurrence from the Personnel Manager before going to an outside agency and the use of an agency should be an exception to the rule.

Action: It was agreed that it would be helpful to have guidelines developed for use of employment agencies for secretaries. Before Personnel can do this, however, it requires that managers submit their required needs in this regard. It was agreed that each manager review their requirements and submit them to Personnel. Once this information is received, Personnel will draft guidelines.

5. Summer Placement of Band Communication Workers:

Mr. Miller tabled a self-explanatory memorandum to Mr. Ken Kelly at Headquarters from Regional Information Services dated February 1. This item was presented as a notice for Regional Management Committee members. Mr. Miller also raised the issue of Headquarters' staff travelling within the Ontario Region and the need to inform the regional office. Similarly, the importance of informing the District Manager when regional staff visit a district area was agreed upon.

6. Tripartite Services Working Group:

Mr. Bennett presented a program report on the Tripartite Services Working Group by way of a flip chart presentation. He outlined the following components of this working group:

- A. Descriptive - e.g. blue books on Federal Services to Native people in Ontario.
 - four major aspects
 - I. historical
 - II. legal/constitutional
 - III. program and costs
 - IV. demographic
- B. Assessment
- C. Recommendation

Mr. Bennett stated that an update and distribution of documentation will be ready in about six weeks. The Social Services Review Committee report is due March 31 and will assess and analyze the social services situation. It is hoped a tripartite group of two individuals from each side can work for a two month period and develop recommendations for the Social Assistance Program.

Mr. Conduit commented that we have to examine the human resources within the Region and see how we can handle the in-depth analysis which is required in these tripartite arrangements.

7. Round Table Discussion:

1. Ms. S. Preiss

1.1 Will be in Thunder Bay on Tuesday afternoon and Wednesday to attend the O.R.L.C. meeting at the Red Oak Inn.

2. Ms. J. Dunn

2.1 Reported on her meeting with Michelle Geer on the Work Packages Study. She presented Ms. Geer with three samples of the work packages study thus far. Mr. Geer developed a thirteen point response which Ms. Dunn distributed to the Committee. This comment sheet will be forwarded to District Managers by Ms. Dunn to assist them in their workload analyses.

3. Mr. F. Bradley

3.1 The paper that was submitted to the O.R.L.C. entitled "Socio-Economic Development" has been renamed "Employment Development Strategy". This paper will be circulated shortly.

4. Mr. D. Patterson

4.1 Native Awareness Training last week appears not to have met the expectations of participants. Mr. Patterson will be meeting with Native Employment Co-ordinator this Friday to discuss evaluation of the training and recommend future action to Director General.

4.2 Retirement Training Plan - tentative schedule for one day training sessions are:

- February 27 for the north in Thunder Bay
- March 1 and 8 for the south in Toronto

Region is required to provide all employees 45 years of age and over with an opportunity to plan effectively for Retirement. Treasury Board established a policy in 1977 whereby all departments are responsible for making retirement information available to this group.

4.3 Social Counsellors' Workshop planned for Quetico Centre, Atikokan, on February 19-23. The Regional Training Team will be conducting this training for Social Counsellors of the Fort Frances, Nakina, Kenora and Sioux Lookout areas.

4.4 The Annual Training Submission 1979-80 has been distributed to Regional Management Committee members. Mr. Patterson will meet with individual managers to discuss their training needs.

5. Mr. G. Miller

5.1 Mr. Richard Aniol of Information Services will be in attendance at the O.R.L.C. meeting to cover a story for the Moccasin Telegraph.

5.2 Reference made to the Wa Wa Tay News and its bilingual capability. He also mentioned the paper's warning to trappers in the north regarding the upcoming eclipse.

5.3 Cultural Education Steering Committee is meeting in Toronto this week. Mr. Harold Gideon from Headquarters is in attendance.

5.4 Mr. D. Fletcher's appointment was in this month's Wa Wa Tay News and Mr. E. Harrigan's appointment was in the Brantford Expositor.

5.5 Mr. G. Miller expressed his concern with the time it takes the present mail distribution system to get stories from Headquarters to the media.

6. Mr. G. Mullin

6.1 Mr. Mullin distributed an issue of "Dimensions" and referred to the article "Newly Formed Council Plans for Future Education Changes: on page one. Mr. Mullin provided background to the establishment of this

council and mentioned that it appears that for 1979-80, there will be no funds available. A meeting is to be held February 15 with Dr. Bette Stephenson who holds the dual portfolio as Minister of Education and Minister of Colleges and Universities and the Indian Associations on this matter. Mr. Mullin has been invited to attend.

6.2 Reference was made to a draft tuition agreement under study that was prepared by the province. Region has prepared its comments and has returned the draft to the province with a copy to Headquarters for comments.

6.3 Follow-up on the \$900,000 given to Education by other programs. Mr. Mullin mentioned \$130,000 that has been identified as surplus within the Education Program.

7. Mr. G. Conquergood

7.1 Referred to Engineering and Architecture's support to program in terms of capital. There will be eight to nine people in Region comprised of representatives from Regional Public Works, Environment Canada and Headquarters' Engineering and Architecture. They will be travelling to the field.

7.2 P.U.S.H. - Purchase and Utilization of Solar Heating. This federal policy was established in late 1978. Mr. Conquergood will prepare a memorandum to the field for the Director General's signature explaining P.U.S.H.

8. Mr. B. Agarwal

8.1 Reviewed the recent Regional Planners' Conference in Edmonton on January 23 to 24.

8.2 Referred to his memorandum dated January 26 regarding Program Memorandum. This document is presently under review by the Assistant Deputy Ministers. The comments of the Region will also be incorporated before the program memorandum is finalized. He asked that managers provide input as soon as possible.

8.3 Referred to the allocation of capital dollars on the basis of projects.

8.4 The staff situation in the Planning Section has reached a critical stage. London's Planner to join shortly. Competition for James Bay, Fort Frances, Sudbury Planners on March 15. Personnel looking into hiring of physical planner. The three consultants in Regional Office should be approached directly on any projects.

8.5 Referred to a talk by Glen Milne and mentioned the possibility of having Mr. Eric Trist speak at an upcoming three-day Regional Planners' Conference - tentative date March 25.

9. Mr. J. Anderson

9.1 Mr. Anderson expressed concern over the lack of co-ordination with respect to auditor's request to visit the Region. Mr. Harrigan agreed that a formal request in writing should be forwarded to the Region prior to an auditor's visit.

10. Mr. J. McFarlane

10.1 Referred to Personnel Guideline #7 "Hiring of Day Labour and Project Employees"

10.2 Cross program training and development efforts should be sent through Training and Development and Personnel.

10.3 Referred to a memorandum dated January 30 to the Director General recommending that a Contract Training Course for district officers be developed and budgetted for to assist district officers and program managers in administering contracts.

11. Mr. M. Philip

11.1 Referred to the request from Kenora and Sioux Lookout for the services of a Physical Planner on a contract basis. Will discuss further with Mr. Agarwal and Mr. McFarlane.

11.2 Distribution of Local Government Capital Funds Guidelines. It is requested that these guidelines be presented to the O.R.L.C. for examination and approval.

11.3 Nancy Mitchel of Operational Planning is available to answer questions on capital funds and Mr. Agarwal will discuss with Mr. Philip the possibility of having Ms. Mitchel visit the Region.

12. Mr. D. Fletcher

12.1 Asked that when District Chiefs approach Region that they ensure that the Chiefs are referred back to the District Office. Mr. Conduit agreed to write to managers reminding them of district concerns regarding above.

13. Mr. E. Harrigan

13.1 Announced that the two leased cars have been returned and the lease is cancelled.

13.2 Will be in Headquarters tomorrow (Tuesday) to interview re Director of Operations position. Will be in Thunder Bay on Wednesday for O.R.L.C. meeting. Will visit Lakehead District Office on Thursday and on Friday, will be back in Regional Office for orientation with program managers.

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13.3 Realize that O.R.L.C. is an evolving body but clear guidelines must be established with regard to items being placed on the O.R.L.C. agenda. Any items that are proposed to go before the O.R.L.C. should first be presented to the Regional Management Committee. This process will facilitate the work of the O.R.L.C.

14. Mr. J. Conduit

14.1 Reviewed the last E.P.C. meeting in which Headquarters reviewed their Program Forecast. The minutes of this meeting are now available and he will circulate copies to the Regional Management Committee members.

14.2 Will be in Headquarters on Tuesday and in Thunder Bay on Wednesday to attend O.R.L.C. meeting.

DISTRICT MANAGER'S REPORT (EXEC.)

January 1979 - James Bay

The number one problem we face in the James Bay District is a lack of office space; also, the office, if it were to be inspected by any safety officer would be condemned. This office building of wood structure was built in 1951 and years and weather are taking their toll. The office needs extensive renovations or a new building should be provided to the James Bay District.

On the subject of space, we are currently going through the motions of acquiring a Planner, two Local Government Advisors, and a Superintendent of Local Government but we have no office space in which to place them. Hopefully the Project Authorization we sent in will be granted or we are going to have a very serious morale problem. At the present time, we have two to three people working in an office space of 10" X 12". We have nine offices with a crew of twenty-one in the District Office, not counting the technical people.

Secondly, we are almost restricted to hiring personnel locally due to our housing situation. If we are going to attract people from outside, we need two more houses. Corrective action has now been taken by the present District Manager to vacate houses presently occupied by two local people.

Report On The Field

In Winisk, a lack of Hydro facilities is a serious problem. We have three generators in Winisk - two 15 KVA and one 10 KVA. The 10 KVA is not in working condition. These generators were put in only to supply power to the School but somehow permission was granted to hook-up commercial and private residents without studying the possible maximum load it could handle. Consequently, power goes on and off steady due to generator overload. On the brighter side, we just acquired a principal finally for this community.

Employment is the major problem on all of our reserves. The unemployment rate is from 65 to 85 percent on these reserves. This causes a considerable strain on our Social Assistance Program resulting in an unpreventable over-expenditure. A lack of F.L.I.P. funds further complicates this problem.

The initial meeting for discussions on the forming of a District Liaison Council took place on January 18, 1979 with all the James Bay District Chiefs. Although an

Executive has not been set-up, this will take place on or about the first week of March pending word on Capital Funds so we can kill two birds with one rock, so to speak.

Generally speaking, it does not look that bright but we have a very good and eager group and when the heart is there, nothing is impossible.

file

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
JANUARY 29, 1979

In attendance:

E. Harrigan	V. Gran	J. Conduit	G. Conquergood
M. Philip	B. Bennett	H. McGregor	J. McFarlane
G. Miller	T. Morton	D. Patterson	G. Mullin
P. Pellow	R. Boshcoff	S. Preiss	J. Dunn

1. Introduction of E. Harrigan, Regional Director General:

Mr. Gran introduced Eugene Harrigan, the Director General for Ontario Region.

Mr. Harrigan said he was pleased to be here. He stated his support of the management forum as a place to exchange information. He indicated that his short term goals will include spending much time in the Regional Office and he hopes to have visited each District by the end of March. Mr. Gran will be A/Director of Operations until the end of February.

Mr. Gran thanked John Conduit for his work and co-operation as A/Director of Operations over the past few months.

2. Review of Minutes:

Minutes of Jan. 22 meeting were accepted.

3. Round Table:

John Conduit:

- 3.1 Needs Assessment has been completed by each program, in order to outline to HQ the needs of the region (to justify recommendation of distribution of funds by population). The needs assessment will be reviewed by Mr. Conduit and J. Gover, and then be reviewed by the ORLC for presentation to ADMs.

Gordon Conquergood:

- 3.2 Will be in Ottawa Jan. 30-31, for meeting with Keith Penner, Lakehead District staff and Chief of Red Rock Band.

Mitch Philip:

- 3.3 Bearskin Airways now have daily flight between Thunder Bay and Sioux Lookout.
Sioux Lookout - Thunder Bay 5:30 p.m.
Thunder Bay - Sioux Lookout 8:00 p.m.

- 3.4 Capital Allocation Formula will be presented to ORLC for information and approval.

Brian Bennett:

- 3.5 Was to attend court in Kenora re charges against Departmental employee, however, this was unnecessary owing to the party pleading guilty.
- 3.6 The new provincial representative on the Tripartite Steering Committee will be ~~Mr. Alexander~~, replacing Mr. Dillon. *General Anderson*
- 3.7 Policing Agreement expired March 31, 1978. The province is urging DIAND to sign interim agreement before end of fiscal year in order that federal portion of agreement be paid.

Howard McGregor:

- 3.8 Accommodation - Regional Office currently has full entitlement of floor space, therefore, additional space on sixth floor will not be assigned. Mr. McGregor is to look into consolidating units on third, sixth and eighth floors into one area.

Jim McFarlane:

- 3.9 Regional Native Employment Plan was sent to HQ, Jan. 26. Modifications can be made by managers as required, through Native Employment Co-ordinator. This plan will also be reviewed and approved by ORLC.

Gordon Miller:

- 3.10 Baptiste Bird of Whitefish Bay died recently. Mr. Miller suggests making gift of photo of Mr. Bird to Treaty 3. Management Committee agreed.
- 3.11 Globe and Mail article on lack of employment opportunities for Indians in Fort Frances, Kenora and Sault Ste Marie is to be sent to appropriate local newspapers and district employment co-ordinators.

Dan Patterson:

- 3.12 Native Awareness Training is being held Jan. 30 - Feb. 1.

Gordon Mullin:

- 3.13 Bill of \$50,000 is being sent to Province to cover tuition costs of non-Indian students attending Aroland School.
- 3.14 The Northern Native Education Council plans to take over programs on behalf of bands; has mandate to become incorporated. Implications for DIAND a) status of staff b) \$1 million required for contribution vote c) administrative delays from local government.

Mr. Gran indicated that programs involved work on this in order that changes take place successfully.

3.15 Status of \$900,000 borrowed from programs:

require extra maintenance costs; budget is in process of review with districts. Anticipate \$300,000 from 2410 O & M, owing to school dropouts.

3.16 Education model for transfer of education programs to bands has been completed.

Joan Dunn:

3.17 Workpackages study is on target.

Mr. Gran adjourned the meeting.

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
JANUARY 22, 1979

In attendance:

J. Conduit	F. Bradley	J. Bailey	D. Wellstead	P. Hare
T. Morton	D. Patterson	S. Preiss	M. Hicknell	B. Miller
J. McFarlane	B. Bennett	G. Mullin	A. Cabral	A. Goldbach
G. Conquergood	G. Miller	D. Wallace	S. Faubert	

1. Correction to Previous Week's Minutes:

- 1.1 Re: Page 5, Item 4, \$10,000.00 Workshop.
Funds to be administered by the Ontario Native Education Council and approval for funding was given in principle, subject to concurrence by the O.R.L.C. Suggestion that Districts be informed of this correction.
- 1.2 Re: Appointment of New Director General.
Announcement will be prepared by Headquarters. The announcement on B. Milner, new District Manager at London, is already out.
- 1.3 Re: Page 2, Item 7.4.
In addition to the comments contained in 7.4, discussion also focussed on the need to have better co-ordination between the O.R.L.C. and the Management Committee and the need to bring this to the O.R.L.C.'s attention
- 1.4 Re: Page 2, Item 7.3.
Should read Mr. Atlee.

2. Adoption of Minutes:

It was moved by A. Goldbach and seconded by D. Patterson that the minutes be adopted.

3. District Manager's Report - Kenora:

Mr. Wallace's presentation centred on three areas:

- A. Review of Program Forecast Meeting at District
- B. Status of Man-year Review
- C. Shoal Lake #40

A. Forecast Review

The major concern focussed on the transfer of programs to bands and the reduction of man-years. The District expressed concerns about how this task can be accomplished given the regulations that are presently in effect. Mr. Wallace cited the example of the "D" Circulars which state that before take-over, you must ensure that band staff are adequately trained and qualified, regular reports and statistics are available, etc. These regulations are extremely difficult to adhere to. He also cited a letter from a local audit firm which stressed the importance of establishing a well-developed training program before arranging transfer of programs.

Mr. Wallace went on to explore various alternatives that are available. He closed his remarks on this subject by requesting direction from Regional Office on this matter. He suggested that the Region re-instate the regulation and give them meaning or concentrate on programs to assist bands to take over administration effectively. Reference was also made to Mr. Philip's memo dated January 17th concerning Band Administration Evaluation.

Committee members agreed that Mr. Wallace raised important fundamental issues that have to be addressed by this Committee. It was suggested that Mr. Wallace, Mr. Philip and Mr. Goldbach explore this issue further. A motion was brought forward by Mr. Bennett that Messrs. Philip, Goldbach and Wallace analyze and make recommendations back to the Committee. It was also suggested that issues of this kind should be given more time for discussion/decision at Regional Management Committee conferences.

B. Man-Year Review at Kenora District Office

Mr. Wallace reviewed the status of the Work Package Study at the District level. He has had four meetings and has concluded that there is no option but to approach the study on a band by band basis. To assist District Management, Mr. Wallace circulated a monthly reporting chart that has been instituted in his office.

C. Shoal Lake #40

Mr. Wallace provided a status report on a number of issues of concern for Shoal Lake #40. By way of an aerial photograph of the reserve, Mr. Wallace pointed out a number of problems that the band is faced with.

4. B.C.S. Information Session:

Mr. Goldbach introduced Ms. Suzanne Faubert. She is the newly appointed Supervisor, Pay Accounting and Mr. Austin Cabral, Manager of Resources, Planning and Analysis.

This item is further to last week's meeting in which it was agreed that Committee members would receive training on types of reports being produced and how to read and interpret them. The presentation was made by Mr. Goldbach. He provided an overview of the B.C.S. that is in effect and talked about how to use B.C.S. computer reports.

He specifically referred to R 15 which gives managers a budget status report showing:

- Budget
- Confirmed Commitments
- Expenditures to Date
- Net Budget
- Unconfirmed Commitments
- Net Free Balance

Mr. Goldbach mentioned that the retrieval system also allows managers to obtain data to help in preparation of projects.

5. Native Employment Program/Policy/Responsibility/Action
(Equal Opportunities)

In preparation for discussion on this issue, Mr. McFarlane distributed copies of Ms. B. Miller's job description as Native Employment Co-ordinator, together with her work plan. He also distributed a copy of the Forward to Action Plans (draft) on the Native Employment Policy (N.E.P.) and requested comments by this Wednesday, January 24, 1979, if possible.

Mr. McFarlane stated that there was some concern by Headquarter's Management accepting the first draft as written. Since that time, it has been modified and the action plans will be submitted to the Regional Director this week for consideration.

In regard to this affirmative action plan, Mr. McFarlane stressed that responsibility and accountability rests with the Regional Managers to establish target levels for increased participation and to develop one-year and five-year action plans.

He also pointed out that the Native Employment Co-ordinator spends 33% of her duties co-ordinating the Action Plans and cannot assume the responsibility of the Managers in this process. Ms. Miller's other duties are concerned with counselling, staffing, classification, etc.

Mr. McFarlane also expressed concerns about the E.O.W. action plans for 1978-79 that have been forwarded to Headquarters. He cited the example of a manager's suggestion that all the CR's be promoted to officer level positions. If this is perceived as management's commitment to Equal Opportunities, than there could be problems.

It was agreed that once Joan Dunn completes her report on Equal Opportunities, it should be forwarded to the sub-committee for review and then considered by the Management Committee.

6. Horden Hall - Moose Factory Committee Report:

Mr. Mullin provided a status report on the above-noted subject and referred to the October report on Horden Hall. The Board intends to be a provincial school board by 1980.

7. Funding for Fort Hope and Deer Lake Satellite Communities:

Mr. Hare joined the meeting for this item. A memorandum dated January 19th was distributed outlining the reasons for seeking special approval to fund the Indian settlements of Webequie, Lansdowne House, Summer Beaver, Deer Lake and North Spirits Lakes. Attached to the memorandum was a copy of a draft Treasury Board submission for funding the Fort Hope satellites.

A brief discussion ensued on the political and policy ramifications of such a decision. It was suggested that the O.R.L.C. be involved in this process.

It was agreed to pursue the proposal outlined in the memorandum dated January 19th arranging for a meeting with the Director General of Reserves and Trust asking for his comments and suggestions.

8. Socio-Economic Delivery System:

Mr. Bradley distributed a memorandum dated January 22nd concerning this subject. Mr. Bradley requested agreement on the appropriate roles of field officers who report functionally to certain regional program managers. He felt such agreement would support District Managers in his line responsibility of actually implementing this or other similar proposals or strategies. The memorandum gives more detail as to implementation. It was felt that District Managers' input into final proposal was essential and the upcoming Field Managers' Workshop would be a forum for discussion on this strategy. Concern was expressed with the use of the term Socio-Economic Delivery System which implies a much broader range than the Employment Program which is under consideration.

9. Round Table:

Mr. A. Goldbach

The Federal Institute of Management have as their guest speaker, Mr. Tom Morry, Director General, Appeals and Investigation, Public Service Commission, and will speak on "Public Service Redress Mechanisms" on Wednesday, January 24, 1979, at noon.

Mr. A. Cabral

Will be located on third floor.

Mr. G. Mullin

Did a time survey and found that he spend 31.7 hours in a week at meetings.

Ms. S. Preiss

Announced that next O.R.L.C. meeting will be in Thunder Bay on February 7th at the Red Oak Inn. Frank Bradley, Bhoo Agarwal, Nick Carter and B. Miller have been asked to attend.

Mr. J. Conduit

Reminded Program Managers to submit their needs assessment data on Five-Year Forecasts to him as soon as possible.

Is examining Headquarters' request with respect to Capital Projects for 1979.

S. Preiss

Increased Participation
of
Indian, Non-Status Indian, Metis and Inuit
In the Public Service of Canada
Ontario Region
Indian and Inuit Affairs
One and Five Year
Action Plans

January 31, 1979

FOREWORD TO ACTION PLANS - DRAFT

Regional Approach

Training and developmental initiatives are recommended as the best managerial approach to achieve increased Native participation in the Region. A Sub-Committee has been nominated from the Regional Management Committee to coordinate the development of Action Plans for the Ontario Region. The working committee is comprised at present of program managers in Local Government, Education, Economic Development, and Lands, Membership and Estates, the Regional Personnel Manager and the Regional Native Employment Coordinator.

The main Native and Indian organizations in the Ontario Region have been briefed and have been invited to participate and make recommendations to the Management Sub-Committee.

Specific Management Action Plans

Action plans were developed by and for the following:

A. Regional

- 1) Education
- 2) Local Government
- 3) Economic Development
- 4) Information Services
- 5) Lands, Membership & Estates
- 6) Training & Development
- 7) Personnel
- 8) Intergovernmental Affairs
- 9) Engineering & Architecture
- 10) Finance & Administration
- 11) Planning

B. District

- 1) Bruce
- 2) Brantford - Brantford Education
- 3) Fort Frances
- 4) Lakehead
- 5) London
- 6) Sudbury
- 7) Kenora
- 8) Sioux Lookout
- 9) Nakina
- 10) Peterborough
- 11) James Bay

Responsibility / Accountability

Management: The responsibility and accountability rests with the Regional Managers to establish target levels for increased participation and to develop one-year and five-year action plans.

Personnel: It is the responsibility of Personnel through the Regional Native Employment Coordinator to facilitate the development, planning and implementation of the one-year and five-year action plans in the Region.

Strategies to Facilitate Regional Implementation of Managers Action Plans

Communication Objective

To develop a communication network directed at the internal community and the external client group in cooperation with the Regional Information Services, Regional Training and Development Section, and the Indian and Native organizations in the Region.

- a) To develop a quarterly report for the Mocassin Telegraph newspaper to convey highlights and developments pertaining to the Native Employment Program.
- b) To assist and facilitate in a number of cross-cultural awareness sessions at the Regional and District level.
- c) To provide employees, managers, clientele, and Native organizations with as much information as possible on the Native Employment Program and Affirmative Action Planning.
- d) To ensure good lines of communication with the Public Service Commission, other Federal and Provincial Governments, Indian and Native organizations through the establishment of a Regional interdepartmental committee.
- e) To ensure the Native Employment Program maintains a high profile.
- f) To ensure management accountability for the implementation of the Native Employment Program.

Management Objectives with Respect to Personnel

Classification and Staffing

To establish and review in conjunction with the Regional Classification Administrator and the Human Resources Administrator job descriptions and staffing actions to facilitate an increase of Indian, Non-Status Indian, Metis and Inuit representation and participation in the Ontario Region and to ensure that cultural content is appropriately identified and artificial barriers affecting Native employment are removed.

- a) Managers in conjunction with Personnel officers are to incorporate formally into each position analysis schedule in the Ontario Region, narrative statements reflecting Native culture and value criteria.
- b) Managers in conjunction with Personnel officers are to ensure there is a process for effective Native participation on selection boards.
- c) Managers in conjunction with Personnel officers are to ensure through the selection process, that Native culture is considered and developed with Statements of Qualifications which are used in the following processes:
 - I Advertising and searching for candidates.
 - II Screening candidates.
 - III Evaluating candidates.
- d) Management will dedicate the 1% of Regional O&M manyears to be used for the increased participation of Native people. The Ontario Region will complete the staffing process during the 79/80 fiscal year for dedicated positions. The following are the target groups:

<u>Admin. & Foreign Service</u>	<u>Scientific & Professional</u>	<u>Technical</u>
FI	EN-ENG	EG-ESS
WP	ES	SI
PE	ED-EST	DD
PM	ED-EDS	GT
AS		
CO		

Managers' Objectives with Respect to Training and Development

- a) Managers are to develop and implement in consultation with the Regional Training and Development Adviser, training plans for Native employees in order to enhance their potential and promotability within the Department.
- b) Managers are to participate in and support the cross-cultural awareness training sessions.
- c) Managers will dedicate 10% of the Regional Training funds for specific Native employee training above the provision of training for all employees.

The following action plans (as attached) represent the specific commitments of Managers to the Native Employment Policy in terms of 1 and 5 year plans.

V.M. Gran
A/Director General
Ontario Region.

WORK PLAN
NATIVE EMPLOYMENT PROGRAM
FISCAL YEAR 78-79

The following coincides with the Deputy Minister's departmental priority for Native Involvement during the 78-79 fiscal year.

Native Involvement

- I
 - a) The Native Employment Coordinator conducts competitions and ensures that all competition files which are the responsibility of the Regional Native Employment Coordinator meet the requirements as outlined by the Native Employment Program and the Public Service Employment Act.
 - b) The Regional Native Employment Coordinator ensures the Departmental Native applicant inventory complies with the guidelines of the Public Service Commission and is maintained accordingly.
 - c) The Regional Native Employment Coordinator monitors the regional and district action plans that management has developed to assist managers to implement within their respective jurisdictions.
 - d) The Regional Native Employment Coordinator develops performance indicators whereby the activity of Native participation can be reviewed to assess the degree of increased participation in the officer levels. These indicators will be monitored on a quarterly basis.
 - e) Based on recommendations by management and in consultation with the Regional Training Unit, the Regional Native Employment Coordinator evaluates the effectiveness of various existing departmental training programs geared to the Native Employment Program and recommends their utilization at the regional and district level.
- II
 - a) Native participation on selection boards will be continually developed and encouraged in order to promote the increased participation of Indian, Metis, Non-Status and Inuit in the Ontario Region.
 - b) The Regional Native Employment Coordinator ensures the implementation of the cultural awareness element to job design.
 - c) Promotes the involvement of Indian of Metis, Non-Status and Inuit people in structures within the Department i.e. committees who are in the position to make recommendations and impact on the Native Employment Program.

- III a) To participate on competitions and review staffing procedures with the staffing board to ensure the implementation of the Native Employment Policy.
- b) To provide information to various public organizations who wish to learn about the Native Employment Program.
- IV a) The Regional Native Employment Coordinator participates in the Departmental Equal Opportunities Committee and ensures any information relating to Native women is transferred accordingly.
- V a) To encourage Native students in the Summer Employment Program to gain the knowledge and experience needed to qualify, upon graduation for future competitions.
- b) To create an inventory of Native candidates in conjunction with the Office of Native Employment and the Canada Employment Immigration Commission to be made more accessible, in alphabetical and geographical order, to the Regional Staffing Officers.
- c) To liaise with Managers through the appraisal system in the identification of Native candidates with potential throughout the Region.
- d) To liaise through and with the Office of Native Employment, Canada Employment Immigration Commission, Departmental District Employment Coordinators, Indian and Native Associations, Indian Bands and Friendship Centres.
- e) To provide input by the Native Employment Coordinator in the referral and screening of applicants in the selection process to ensure that Native candidates are considered.
- f) To participate in workshops, seminars and meetings with Indian Bands, academic institutions, Indian and Native organizations to promote the Native Employment Program.

JOB DESCRIPTION

DESCRIPTION DE POSTE

I PROGRAM — Indian & Eskimo Affairs
PROGRAMME

POSITION NUMBER — 24712
NUMERO DU POSTE

BRANCH —
DIRECTION

PRESENT LEVEL — PE
NIVEAU ACTUEL

DIVISION — Personnel

LOCATION — Toronto
LIEU

For compensation
use only

Réserve aux services de
la rémunération

APPROVED LEVEL —
NIVEAU D'APPROBATION

EFFECTIVE DATE — January 1, 1978
EN VIGUEUR LE

POSITION TITLE
TITRE DU POSTE

Regional Native Employment Co-ordinator

II SUMMARY RÉSUMÉ

Under the direction of the Regional Personnel Adviser and, in conjunction with the Supervisor, Staffing and Classification, co-ordinates and promotes Departmental, Program and Regional policies, objectives and procedures designed to further employment opportunities of Indian, Metis, non-status Indian and Inuit people with the Ontario Region, IAN; co-ordinates the plans, development and direction of programs related to increased employment and career development of Natives in the Public Service, conducts, and participates in the recruitment, selection and reassignment for staffing of Regional positions; in conjunction with the Classification section, advises managers on job design and organizational development; develops and maintains an inventory of potential Native employees; participates in the development and co-ordinates the Native Employment Program's one-year and five-year action plans for the Region; co-ordinates statistical research; represents and promotes the program at meetings; performs other related duties.

COORDINATORS - Roles and Responsibilities

1. Co-ordinates and promotes Departmental, Program and Regional policies, objectives and procedures designed to further employment opportunities of Indian, Metis, Non-status Indian and Inuit people within the Ontario Region, Indian-Eskimo Affairs Program,
 - by providing advice, guidance and consultative services to line management and Personnel administrators on all aspects of Indian and Native Employment regarding;
 - identification of position requiring varying degrees of knowledge of Native culture and values;
 - staffing of positions requiring knowledge of native cultures and values;
 - utilization of native employees;
 - career planning;
 - counselling;
 - training and development to ensure that program thrusts are compatible with departmental policy objectives;
 - human resource planning.
2. Co-ordinates the plans, development and direction of programs in the Ontario Region related to increased employment and career development of Native people in the Public Service;
 - by identifying, through contact with managers and personnel officers, areas for potential native employment and areas where special training programs could be mounted to increase native employment;
 - by participating in the direction and the allocation of Program resources (man-years and training funds) for training positions of special training programs;
 - by co-ordinating the recruitment and staffing of native trainee positions;
 - by counselling native trainees on their job performance, behaviour, attitudes and educational and career development;
 - by discussing with native trainees development and on-the-job problems and, where appropriate, providing them with assistance and advice and suggesting alternatives to them that will aid in alleviating the problems;
 - by recommending feasible training programs for those potential employees who might require pre-employment training;
 - by ensuring that effective on-the-job learning situations are established for each trainee that will foster their development and improve their chances of continuous employment in the Public Service of Canada,

3. Co-acts and participates in the recruitment, selection and reassignment for staffing of Regional positions under the supervision of the Supervisor, Staffing and Classification,

- by reviewing requests from line managers for staffing actions;
- by determining the area of competition, consulting Public Service Commission, Treasury Board and departmental directives, bulletins, regulations and manuals, assessing the implications of alternative actions, consulting with line managers and making recommendations to the Regional Personnel Adviser and the Supervisor, Staffing and Classification, on proposed deviations from normal procedures;
- by preparing a competition poster or by using Data Stream facilities to compile a list of candidates;
- by "screening out" candidates who do not meet the basic requirements for the position;
- by choosing selection board members, and preparing interview and rating procedure materials for their guidance;
- by briefing board members on their responsibilities and instructing them in the use of the appropriate selection standards;
- by chairing selection boards when candidates are interviewed and rated;
- by writing selection board reports, establishing eligible lists as required, notifying candidates of results and posting appeal notices;
- by obtaining authorization of travel and removal expenses for successful candidates;
- by arranging for the transfer of staff in response to career development needs, operational changes and individual requests, and applying the transfer and lay-off policy;
- by reviewing management's recommendations for promotion to ensure adequacy of supporting appraisal information and adherence to selection standards and policies.

4. In conjunction with the classification section, advises managers on job design and organizational development to ensure that artificial and discriminating barriers to employment are not built into job descriptions,

- by reviewing with managers and with the Supervisor, Staffing and Classification, submissions for new positions;
- by providing advice on the classification, design and development of new positions;
- by advising managers on organizational design and development where appropriate;
- by conducting and participating on rating committees for classification actions.

DUTIES (Continued)

5. Develops and maintains an inventory of potential native employees for use by the Ontario Region for staffing of vacant positions,
 - maintains effective liaison with Government Departments, Native Organizations and other Native groups to determine the interests, aptitudes and qualifications of available native people at headquarters;
 - by maintaining files of these individuals for application against vacant positions;
 - by establishing and maintaining personal or written contact with native university and community college students, to encourage them to seek employment in the Program, and to determine their personal aspirations;
 - by maintaining contact with Canada Manpower Centre and the Public Service Commission officials regarding hiring practices and procedures;
 - by recruiting and recommending native people to satisfy current and future manpower needs.
6. Participates in the development and co-ordinates the Native Employment Program's one-year and five-year Action Plans for the Ontario Region,
 - by interpreting departmental policy and establishing, in conjunction with managers in the Ontario Region, realistic Regional goals and objectives;
 - by identifying disciplines or areas of specialization where management anticipates future manpower needs.
7. Co-ordinates statistical research as to the employment of Native people in the Ontario Region,
 - by developing an analytical employment data reporting system to be used by other native employment co-ordinators;
 - by collecting and tabulating the data at regular intervals and producing correlations and statistical tables;
 - by assessing the data, correlations and tables and drawing conclusions regarding effectiveness and making relevant recommendations for change.
8. Represents and promotes the Program with respect to Native employment opportunities and development at meetings and seminars involving other Programs of Department, other departments, native organizations and other organizations.
9. Performs other related duties as required.

V

**CERTIFICATION:
ATTESTATION:**

The foregoing description is an accurate and complete statement of the duties assigned to the position.

La présente description des fonctions attribuées à ce poste est exacte et complète.

29.3.78

Date

Signature of Supervisor — Signature du surveillant

Supervisor's Title — Titre du surveillant

I have read the foregoing description and understand the duties to be performed.

J'ai lu la présente description et j'ai compris les fonctions qui devront être exercées.

Date

Signature of Incumbent — Signature du titulaire

VI

**ATTACH SIGNED AND DATED ORGANIZATION CHART.
CI-JOINT L'ORGANIGRAMME SIGNÉ ET DATÉ**

M I N U T E S
REGIONAL MANAGEMENT COMMITTEE MEETING
JANUARY 15, 1979

In attendance:

J. Conduit	G. Conquergood	B. Agarwal	B. Bennett	M. Philip
T. Morton	J. Anderson	D. Patterson	G. Mullin	G. Miller
J. McFarlane	F. Bradley	J. Dunn	I. Howes	

1. District Manager's Report - Peterborough:

Ian Howes presented the following report:

- 1.1 Peterborough District staff are working on the Workpackages study and Band Development. The latter is part of the band planning concept and involves meeting with each band to update and amend plans.

Mr. Howes pointed out that comprehensive planning is very time consuming; there are less resources for physical planning. The district planner in addition, has other obligations with providing service to Bruce District and assisting the Regional Office.

- 1.2 There have been several issues in the Peterborough District that have had news coverage:

- (a) Tyendinaga water problem - E & A is now involved in this.
- (b) Rama I.R. - B. Bilbeau is on their Board of Directors for Economic Development

- 1.3 Christian Island continues to have financial difficulties. Two BFA's are working there and hopefully the books will be in order.

2. B.C.S. Follow-up Training

John Anderson indicated that training is required for the Management Committee on the type of reports being produced and how to read and interpret them.

There will be a one hour session for Program Managers, January 22 (part of Management Committee meeting) with a detailed meeting taking place later in the week.

District Managers will have one day session in Regional Office (date to be established) with on-site visits being made later by J. Anderson and A. Goldback.

3. Sabaskong School Opening

G. Mullin passed out report on this.

4. D.S.E. Workshop:

G. Mullin passed out report on this.

5. Collins School

Mr. Mullin presented report on the situation and outlined background. Personnel and Lands were made aware of implications affecting these areas.

The Management Committee agreed that Mr. Mullin should proceed as outlined in report.

6. Fort Albany School Residence

Mr. Mullin presented report outlining status of situation. Lands, Engineering and Architecture and Local Government will meet with Education to work out problems.

7. Proposal to ORLC re 1980-81 Socio-Economic Development

7.1 Mr. Bradley said that a meeting of review committee is required to discuss implementation of Socio-Economic Development proposal. R. Monague and John Conduit will participate. The meeting should be convened as soon as possible in order that report can be prepared for presentation to EPC.

7.2 Interdepartmental Co-operation, DIAND/CEIC

V. Gran, D. Brown and B. Fox continue to support interdepartmental co-operation. R. Shortt, R. Monague and F. Bradley are therefore to prepare a proposal on how managers of the two departments can work together.

7.3 G. Miller recommended that Mr. Atee of Bank of Nova Scotia and member of Mr. J. Beaver's "Board of Directors" be invited to meet with Management Committee.

7.4 It was pointed out by some members of the Management Committee that reports submitted to the ORLC should be reviewed by the Committee. Mr. Conduit supported this.

8. Band Administration Evaluation

Because all districts are to be authorized to accept BCR's for band budgets, Mr. Philip recommended that an evaluation of band activities take place. This would indicate that if satisfactory, funding continue, otherwise a narrative explaining why not satisfactory and training to be taken to correct situation would be required, thus the evaluation would be remedial.

Draft of form will be distributed by Mr. Philip; comments are to be sent to him.

John Anderson will contact HQ re block funding to ensure co-ordination of this with proposed evaluation procedure.

9. New procedure re administration of Departmental Classification System

A regional personnel guideline will be coming out on the above.

Mr. McFarlane briefly outlined the following points:

- (a) The Assistant Deputy Minister should be aware of all structural changes to his program and therefore approve all organization charts which illustrate such a change. All organization changes should be authorized by Regional Directors General.
- (b) When organizational changes are proposed it is essential that the program classification adviser be involved.
- (c) Managers must ensure consistency between the job description and job to be performed.
- (d) The composition of classification evaluation committees will not include the direct supervisor.

10. Effective Communication Training

D. Patterson and G. Miller outlined proposal for P.R. training received from K. Kelly. Need for P.R. training was discussed and identified as a need by the Management Committee.

D. Patterson is to look into this further for one or two day training session for program and district managers.

11. Native Awareness Training

D. Patterson informed the committee that the training module has been revised and will be presented at the Native Friendship Centre, Jan. 30 - Feb. 1.

12. DIAND Roles and Responsibilities

G. Miller distributed letter from G.L. Lambert re brochure on program. Anyone wishing further information should contact Mr. Miller.

13. Round Table

Mr. G. Conquergood

- 1) Mr. Conquergood spoke to the Committee about the out-of-court settlement he is working on, for a few thousand dollars resulting from the Autumn of 1974 construction contract on Rankin Reserve for ditching excavation.
- 2) The Regional Capital Management Committee had met on Thursday afternoon Jan. 4 and several follow-up items are being worked on.
- 3) E & A have commenced their Workpackages Study.

Mr. B. Agarwal

- 1) National Capital Management Committee have prepared Project Control System. Comments on this are to be given to Mr. Agarwal by Jan. 30.

13. 2) Capital Management Newsletter is being distributed in Regional Office and to Districts.
- 3) Capital Management Systems Committee has established a sub-committee to work on capital project planning process.

Mr. B. Bennett

Tripartite Steering Committee met Jan. 11, and were pleased with progress of working groups. The Policing Agreement has still not been signed. A group of Chiefs met and would like format changed and want all three parties to sign agreement.

Mr. M. Philip

- 1) Recommended holding Management meetings, even if round table is only agenda item.
- 2) Mr. Philip pointed out the need to start meetings on time.
- 3) An All-Chiefs meeting was held at Big Trout Lake to discuss cutbacks in Education program. (G. Mullin should follow-up with Mac Hall). Also discussed was District Liaison Council to consist of member from three tribal areas (Pehtabun, Kayahna, Windigo) and representative from Treaty 9 and IAN, the latter two not voting members.
- 4) Treaty 9 held meeting re Indian Act Revisions with Fred Plain and Cathy Beamish. Workshops are planned for each tribal area.

Mr. T. Morton

- 1) Meeting was held with Camp Ipperwash; progress is being made towards a settlement.
- 2) Indian Act Revisions team visited Walpole Island.

Mr. J. Anderson

Finance staff changes: a) A. Cabral will be commencing duties as Regional Budget Manager, Jan. 22, b) Suzanne Faubert is Payroll Accounting Supervisor, c) John Klimczak - BFA Nakina is transferring to London.

Mr. D. Patterson

- 1) Program Managers held meeting with J. Junneau of Centrad; info will be distributed.
- 2) London District Chiefs have requested training team to present Management Effectiveness Program.

Mr. G. Mullin

- 1) Meeting is to be held Feb. 1, on Continuing Education Information System to see if it fits our computer.

- 2) Meeting is being held on Elementary and Secondary Education Information System, Jan. 16, as nominal role is not totally acceptable.
- 3) ADM, Programs and Mr. Gran have approved \$10,000 for workshop on E-12, Doug Pine to co-ordinate. Mr. Mullin pointed out that this impinges on higher priority reserve level programs.
- 4) Native Education Student Council: the native members of the Council have indicated that this should be a decision-making body and may, therefore, request that all non-native representatives leave the council (made up of five provincial ministries, IAN and three associations, excluding AIAT).

Mr. I. Howes

Mr. Howes recommended that all requests for staff assistance in Regional Office be directed to the District Manager.

Mr. G. Miller

- 1) News releases are being prepared for Eugene Harrigan, new Director General and Bill Milner, new District Manager, London.
- 2) Mr. Miller attended Band Training course in Thunder Bay for Nakina. A Nakina District Liaison Council meeting was also held. Policing was discussed as a matter of vital concern to settlements without band councils.
- 3) Gene Bannon has been appointed to the Board of Governors of Confederation College.

Mr. J. Conduit

Mr. Conduit attended the EPC meeting Jan. 11, 12. Highlights of the meeting are outlined below:

- 1) A-base review is being put forward owing to time being taken with pilot review in B.C. Region.
- 2) Native Employment Proposal must be reworked before February EPC meeting.
- 3) Mr. Faulkner spoke on Health & Welfare:
 - a) moratorium is to be put on cutbacks
 - b) plans are underway to consider and develop a form using band numbers when applying for child allowance.
- 4) Indian Act Revision will not be going before cabinet until next spring. IAN/NIB Indian Act Revision Workshop is being planned.
- 5) Capital Management System will be effective April 1979.
- 6) Arts and Crafts Program and CMIS are at an end; various proposals are being studied re disposal of inventory. Regional marketing systems, funded by Economic Development are being considered.

- 7) National review of social services is planned.
- 8) New operations organization will be forthcoming from HQ.
- 9) HQ gave overview of their Program Forecast: Material will be sent from HQ.



MEMBERS OF THE EXECUTIVE
COMMITTEE

TORONTO, Ontario M4T 2P8
January 19, 1979

Your file Votre référence

Our file Notre référence

498/16-14
494/16-4 (CA5)

Fort Hope and Deer Lake Settlement Contributions

As you are aware we are in the process of seeking special approval to fund the Indian settlements of Webeique, Lansdowne House, Summer Beaver, Deer Lake and North Spirit Lakes in the same manner as Bands pending the establishment of reserves and official Band status.

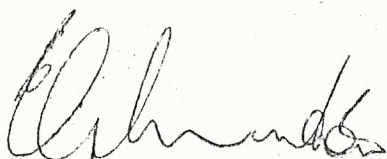
The present policy is that a Band will not be split into smaller Bands until a clear division of the assets of the parent band has been determined. The matter of Treaty entitlement and/or establishment of new reserves for these communities is still to be settled. This may take years.

These communities are distinct entities that are so distant from the parent communities that effective joint local government is not feasible. In addition, the Fort Hope satellites do not have an effective voice in band affairs as the residents of these communities do not have a vote for council. Attached is a copy of a draft Treasury Board submission for funding the Fort Hope satellites.

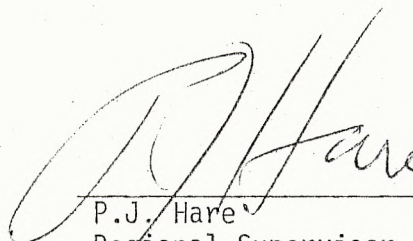
The question has been raised as to why the Department cannot make a special exception from the above policy to allow the immediate official institution of Bands leaving the division of the lands until the land questions are settled; i.e. the membership would be divided and new bands established which would continue to share in any rights to the parent reserve until an equitable settlement can be reached that would allow the establishment of their own individual reserves. We have several instances of reserves being owned by more than one Band.

If you agree that this approach should be pursued, we will prepare a memo from the Regional Director General to the Director General of Reserves and Trusts asking for his comments and suggesting that a meeting be arranged. This would be attended by representatives from Reserves and Trusts Headquarters, Regional Local Government and Lands,

and the concerned District Managers to further explore the feasibility of this alternative and to decide on procedures whereby this possibility would be presented to the Bands.



E.G. Morton
Director
(Lands)
Ontario Region



P.J. Hare
Regional Supervisor
Band Management Services
(Local Government)
Ontario Region

DRAFT TREASURY BOARD SUBMISSION

Subject

Authority to fund the Indian settlements of Webequie, Lansdowne House and Summer Beaver for Local Government.

Proposal

To provide grants and contributions to the Indian settlements of Webequie, Lansdowne House and Summer Beaver in the same manner and under similar criteria as those provided to Indian Bands during the year 1979-80 and subsequent years (up to the time that these settlements get formal Band status).

Cost

From \$23,000 per settlement up to \$200,000 per settlement. Most of this will come from the transfer of existing departmental programs to settlement control. The total for 1979-80 is not expected to exceed \$150,000 of which only \$46,500 would be in addition to existing expenditures. The latter amount has been included in estimates for the Ontario Region.

Charge to

Vote 15 - Ontario Region, Indian Inuit Affairs Program, Department of Indian and Northern Affairs.

Remarks

These communities which now form part of the Fort Hope Band should be treated as separate Indian Bands. They will get Band status officially as soon as certain land matters are settled; however, this may take some years. Specifically, there are some problems in arranging for the establishment of reserves particularly in negotiating with the Province for the acquisition of the necessary land. It is Departmental policy not to formally institute new Bands until the land questions are settled; however, some form of Local Government is highly desirable. The intention to divide the Fort Hope Band is clearly demonstrated and these three satellite communities would like to move towards the establishment of their own form of Local Government as soon as possible so we are proceeding with a training plan. These communities have had some related experience in the operating of outreach programs set up by the Department of Manpower with assistance from the Provincial Ministry of Community and Social Services and from U.I.C. and this Department. They have also operated LEAP, LIP and other Canada Manpower programs with considerable success.

In order to encourage the further development of effective responsible Local Government, we would like the authority to treat these communities as Bands for local government funding purposes.

These communities are located in Northern Ontario well north of the Trans-Continental Railway Line. Webequie settlement has existed for many years and probably was in existence at the time the Fort Hope Band entered Treaty.

It is located 100 miles north of the main Fort Hope settlement on Fort Hope Indian Reserve #64. The population of Webequie is approximately 430. Lansdowne House which was established in 1920's, 48 miles north of Fort Hope, has a population of 202. Summer Beaver was established in 1975 approximately 50 miles northwest of Lansdowne House on the site of an old fishing camp which had been used intermittently from time immemorial. Its population is 211. There are schools at all three communities.

The Social-Economic situation at Webequie and Summer Beaver are reasonably good for northern communities. Lansdowne House has numerous social problems. It is expected that more local responsibility will assist the leadership of these communities to take effective action on local problems.

Circular D3 and D4 authorized the Department to make contributions for Core Funding, Programs, and Overhead to Indian Bands on reserves or in crown land settlements. Some funding does come to these settlements through the parent settlement at Fort Hope; however, all parties would like to avoid a middle man. Because of the provision of the Indian Act restricting electors to persons ordinarily resident on a reserve, the residents of these communities have little power in Band affairs.

Each settlement has its own settlement council. These are to be chosen by secret ballot in the future and as far as possible in accordance with the Indian election regulations.

To: Regional Management Committee

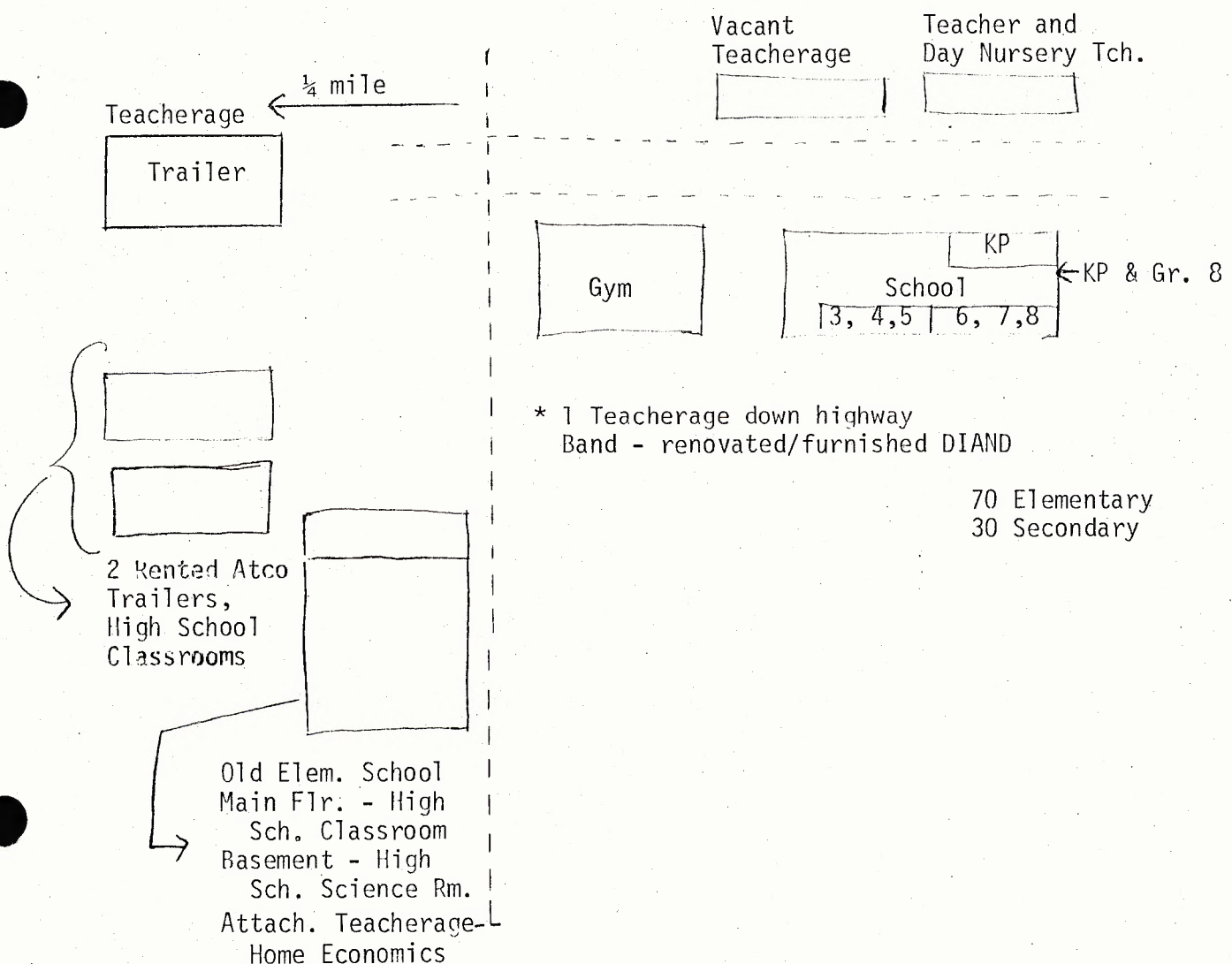
Sabaskong Official Opening - Gym and New School

Attended by invitation and represented Regional Office, I was accompanied by Mike McMillan, District Manager - Fort Frances, and Gerry Kerr, District Superintendent of Education.

The Minister did not arrive until about 11:00 a.m., with Rene Brunelle slightly ahead. The Minister's arrival was delayed because the ski-equipped plane refused to take-off at Kenora Airport and had to relocate to Lake of the Woods for take-off.

The Minister toured the school. The ceremony was cut short and reduced to only two speeches by dignitaries and dinner. The Minister left at 12:45 p.m. and no time was provided for council meeting.

Because of pending request by Band for additional high school and teacherage facilities, I toured the reserve to ascertain existing facilities and their use.



District Superintendents of Education Workshop
December 11 - 13, 1978

All districts were represented, as well as Association Education Liaison Officers from AIAI, Union of Ontario Indians, and Treaty 9 -only briefly on the last day (Dawn Ireland, Janice Bourdeau, Norman Wesley). The executive secretary of the Ontario Native Education Council also attended (Diane Longboat). Provincial involvement included Keith Lickers and Al Bigwin from the Ministry of Education, and Leon Brummer from the Ministry of Colleges and Universities.

Special thanks is extended to Frank Roscoe for his presentation on contracts; Jim McFarlane and Zaiga Luidmanis of Personnel for their input on staff recruitment, special lay-off status and procedures, grievances and discipline procedures; Allan Goldbach from Finance for his information on B.C.S. and the computer centre; and to John Conduit's presentation on regional re-organization and his support to our thrust for transfer of programs to Bands.

Our workshop included several newly developed documents and procedural guidelines. (All are available for presentation to the Management Committee.) Those of major interest to the Management Committee are:

- 1) transfer model - Education programs to Bands (reviewed and some minor changes to be made);
- 2) new Education Circular #1 (reviewed and several questions of interpretation to be raised with HQ);
- 3) Education - Revised Indian Act (some concerns and points on interpretation raised);
- 4) Regional Memorandum of Agreement with appendices for uniform transfer of programs to Bands and fuller understanding during preparation of BCR's for Accountable Contributions. (This attempt and standardized forms were well received with minor revisions.);
- 5) Band variance report - (was well accepted by all district representatives with one exception - BFA's have reviewed and were involved);
- 6) Band budget submission forms;
- 7) Regional Procedural Guidelines (Draft 3),

Federal School - Collins

School

At present, our department operates a one-classroom school at Collins. This is a prefab metal building constructed on private property in 1959. The Government of Canada purchased the land in 1969 from Peter Patience, the local storeowner. The property consists of 0.41 acre, and a one-room school, teacherage and diesel shed are located on it. (See Appendix A attached.)

Community Action

Over the past three years, the community has been requesting a second classroom to accommodate all grades 1 to 8 students.

Situation

At present, there are about 34 students from grades 1 to 8 eligible to attend school. The grade 5 to 8 group of some ten students are boarded away from Collins and attend schools in Thunder Bay. The parents are requesting a second classroom so all students can attend Collins school. The student body is made up on about a 2:1 ratio of status Indian to Metis, non-status and non-Indians.

Position

Federal: Our department provides sufficient services at present to accommodate all status-Indian students from grades 1 to 8 if non-status students do not attend. The department is not prepared to provide additional facilities or services. (See appendix memorandum of August 25, 1977 from the Director, Education - Operations, Ottawa.)

Provincial: The province agrees that they should be operating the school but will establish a school district and assume responsibility only upon request of the community.

Both Parties agree that all grades should be provided up to grade 8 in the community and that any changes in the present operation must be requested by the community.

Action Proposed

(See Appendix C attached.)

Management Committee Action

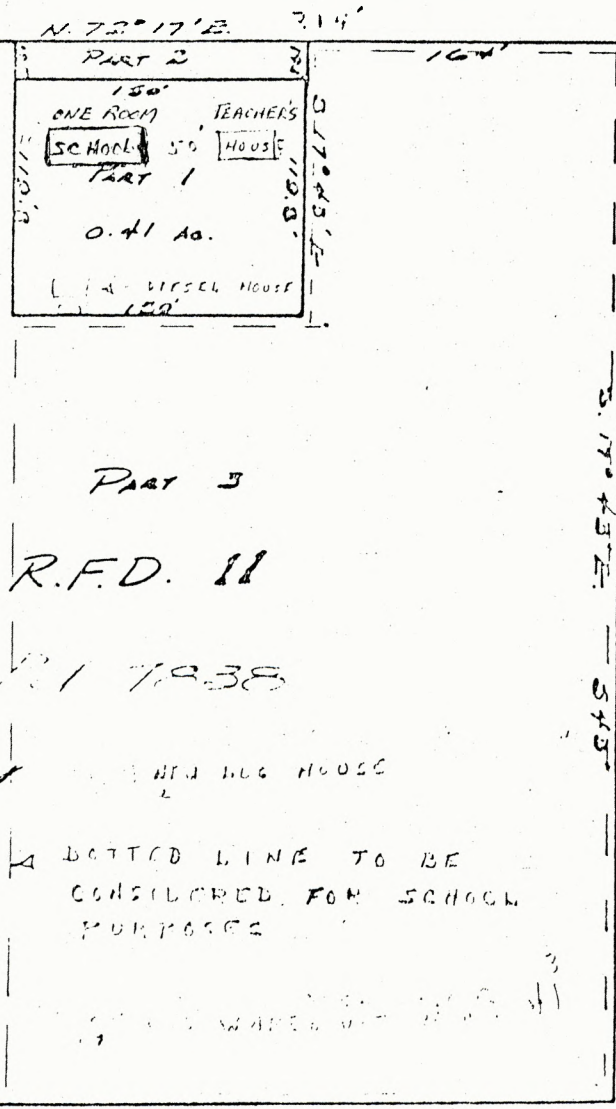
- ✓ 1. Review of personnel problems and land/building disposal
- ✓ 2. Concurrence that HQ be advised and requested to support item 6.

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C. N. R. RT. OF WAY - COLLINS STATION

66' ROAD ALLOWANCE

PARTS 1 & 2
HER MAJESTY
THE QUEEN IN
THE RIGHT OF
CANADA



H. K. 173

PLAN OF PAR 159
LOCATION R.F.D. 11
COLLINS, ONTARIO

2700112

B.

W. A. B. 11/11/77
J. A. B. 11/11/77
11/11/77

OTTAWA, Ontario K1P 1H4
August 25th, 1977.

Regional Director General,
Ontario Region.

Your file: Who references
Our file: 492-6-1

Collins Bay, Ontario

I acknowledge receipt of your memorandum of July 25th, 1977 along with all the attachments relative to the topically-noted community.

We have reviewed all the information received and have on several occasions discussed this particular problem with your regional education staff with a view to exploring all the avenues to resolve this matter.

While Section 4(3) defines the Minister's responsibility with respect to the education of Indian children living in federal or provincial crown lands, it does not extend this responsibility to include the provision and operation of educational facilities off reserve. As you are aware, Mr. A. Kroeger conveyed this position to the Ministry of Education, Province of Ontario by letter, dated September 20th, 1976. The responsibility, therefore, for providing the necessary educational services to Indians training off-reserve falls on the Provincial Government. Our Department will provide compensation for costs incurred by the Province for the education of Indian children who live on crown-owned land.

Our Department's policy to respond positively to Indian parents' direction with regard to the education of their children remains unchanged. However, while acknowledging that it is the Indians' expressed wish to have the Department expand and operate the school at Collins Bay, I must reiterate that our Department, by virtue of the Indian Act, is prevented from acquiescing to this request.

It is suggested that a high-level meeting be arranged with officials of the Ministry of Education to resolve the issues surrounding the operation of the school at Collins Bay and to iron out the question of financial responsibility. Once these issues are resolved a subsequent meeting should be held with the Indian parents concerned to apprise them of the proposed solution and to explore alternative ways of educating their children should this proposal be unacceptable.

The following alternatives can be presented to the parents:

1. The parents may request to have their children placed in another Indian community to attend school and be maintained by the Department.
2. The students may be accommodated in a student residence or group home.
3. The students may be placed in a boarding home in a non-Indian community and receive maintenance from the Department.

If we can be of further assistance, please advise.

Maurice Richer

M. Richer,
Director,
Education - Operations.

SEP - 2 1977

3 2 7 5 9 2

Ontario

Ministry of
Education

Telephone 416/965- 2228

402/15 1
15th Floor
Mowat Block
Queen's Park
Toronto, Ontario
M7A 1L2

JAN 8 00 51 '73

Our file number

Your file number

December 27, 1978.

Mr. G. A. Mullin,
Director of Education,
Ontario Region,
Department of Indian and
Northern Affairs,
55 St. Clair Avenue East,
Toronto, Ontario.
M4T 2P8

Dear Mr. Mullin:

Re: Collins Ontario

Thank you very much for meeting with Mr. Bigwin and my-self on December 21st regarding the concerns of the people of Collins. I have outlined below our understanding of how we shall proceed from now until September to effect a long-term solution to the education needs of the community. If you feel that there are any errors or misconceptions in what follows, please let me know at once.

1. Following from the meeting in Collins on December 18th, which was attended by representatives of Indian Affairs and ourselves, it was left to the community to ascertain whether it wished to maintain the status quo or invite Indian Affairs to withdraw and Ontario to establish a provincial school district. This decision was to be communicated in writing and no action would be taken until such letter was received.

2. If the community decides to ask Ontario to establish a school district, this will take some time and consequently an interim arrangement is necessary if schooling is to be provided for grades 6, 7 and 8 from January to June. Ideally, Ontario would prefer to start on September 1st.

3. In order to open a senior class in early January, the following special arrangements will be attempted:

a) Ontario, through another District School Area Board, will purchase desks, books, et cetera and sufficient building materials to renovate, for at least temporary use, a room in a building owned by Mr. Peter Patience.

b) Mr. Patience will be expected to loan the room at no cost from January to June on the understanding that when he gets back its use, it will have

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(U)
c) The people of Collins will be expected to contribute, at no cost, their time and effort to renovate the room with the materials supplied.

d) As Indian Affairs is unable to engage another teacher, Ontario will arrange for a teacher to be engaged by another District School Area Board and located in Collins from January to June. Such teacher will be advised that the position is expected to terminate on June 30th.

e) The Superintendent of Indian Affairs for the area and the Supervisory Officer of the Ministry from Thunder Bay will arrange an appropriate allocation of children between the two classrooms - probably grades 1 - 4 in one room and 5 - 8 in the other. The wishes of the existing teacher, Miss Affleck, as to which class she teaches will be taken into consideration.

4. Indian Affairs agrees to receive and pay an account for tuition from January to June, based upon the normal Ontario calculation process, covering those children enrolled in the new classroom who are registered Indians.

5. Subsequent to the passing of an Ontario regulation, hopefully by early March, to create the Collins District School Area, a board will be elected by the local people and this board will then proceed to make arrangements to take over the entire school operation on September 1st. This will involve, at least,

a) the contracting of two teachers, quite probably Miss Affleck and Mrs. Hartman if they wish to be engaged. (Miss Affleck is on a term contract ending in June and Mrs. Hartman is on leave and is presently guaranteed a position with Indian Affairs on her return in September, but not necessarily in Collins.),

b) the planning of a second classroom either by consummating a permanent arrangement with Mr. Patience or creating an additional room,

c) the purchase of the new school furniture, and supplies in the new room and the material used in renovations from the then current owner, and,

d) the taking over of ownership of the classroom, teacherage and generator from Indian Affairs.

6. Indian Affairs agrees to arrange the transfer of the schoolhouse, teacherage, power generator and associated furniture at a nominal cost (\$1.00) to the new Collins District School Area Board subsequent to June 30th and prior to September 1st, 1979.

Yours sincerely,

R. J. Hunter

R. J. Hunter,
Education Officer,
Supervision and Legislation Branch.

RJH/ir

cc: Mr. O. R. Watson

6

Fort Albany Band - School and Lands

On Thursday, December 14, 1978, the following staff met with Chief John Nakogee and two councillors, the chairwoman of the school committee, and the Treaty 9 Education Officer: Gord Mullin/Ted Morton/Jim Wells/Watson Kong.

Background:

In about 1971, Ontario Region began planning a new school on Sinclair Island where the reserve is located. Plans were drawn; land set aside, cleared and levelled; and several meetings held with the Band. In 1974/75, headquarters rejected the idea of the school and advised that the school wing attached to the student residence must be used for school purposes. That same year, the residence part of the building became surplus to Education requirements. Visits were made by G. Mullin and W. Kong to examine the school wing, set out plans for renovation and discuss these with the staff, etc.

Sketch drawings and plans were worked out to isolate the west wing for school purposes and to carry out a phased renovation utilizing existing maintenance staff already under department's employ. However, since that time, the Band has continued its efforts to seek a new school and refused to give clearance by BCR to renovate. Thus, for two years, we have waited and staff have been almost completely laid off.

With an election two weeks away, the Band is now prepared to move on this project if certain terms and conditions are met.

Terms and Conditions (upon which they would accept the present Albany School as a school)

These were introduced as four items on an unsigned BCR and each was reviewed in turn.

1. Bussing be provided for all students
2. School year be altered to accommodate spring flooding
3. A grade IX class be provided
4. School lands be made part of the reserve

Added: a) Part of the mission lands were requested.

b) Additional provincial crown land on James Bay side of mission land (down river) were also requested.

Department Staff Responses

- 1.- Kindergarten and grade 1 students would be bussed on a year-round basis if all students go across the river and two portables on Sinclair Island are closed.

- All grades residents over one mile from the school would be bussed year-round.
- Grade 2 to 8 students beyond mutually agreeable area yet to be designated for the winter months.

*The extremely cold temperatures were taken into consideration in extending normal services.

2. The band was advised that this could likely be done if:

- a) the majority of the teachers agreed in writing as per collective agreement;
- b) the school was open for the prescribed number of legal school days.

3. A type of grade IX continuation program with minimal course options could be provided as far as space was concerned, provided approval for an additional man-year could be obtained, OR the band was prepared to obtain a teacher through the provincial high school at Moosonee or a band-employed teacher if the co-management status of the band was removed.

4.- The band was advised there was likelihood that HQ would consider making the school lands be part of the reserve if used for school purposes. The band was also advised that a four- to six-week period after receipt of the BCR would be required to confirm the change. The Lands section staff helped draft an appropriate BCR to cover the request.

- The band was advised that the portion of the mission land they wanted was held by licence to them from the province. It was indicated that mission approval would be necessary to locate housing on their lands and that the province granted licence for use of any of these lands even if the mission did agree they did not want it all.

- It was indicated that the request for additional provincial crown land down river would have to be presented as part of the overall proposal to the province, and that they would not likely act unless there was an overall site usage plan prepared for all sections.

Renovation of Albany School

The band indicated they would not pass a BCR to give up trying for a new school and let the department renovate the existing school unless an independent consultant conducted a structural analysis of the existing building and his report indicated the building was structurally sound.

Education Program agreed to fund this study and Engineering staff are arranging for it.

Management Committee

This report is submitted for review and in order that other involved groups may raise issues, concerns or questions and make recommendations on the proposals and plans.