Nation Building Project

Our path toward Self-Government

Josh Alexander, Chief Administration Officer
In-SHUCK-ch Nation
What was the purpose?

- Goals
- Objectives
Project Management Team

- Sponsor Committee
  - INIG
- Sponsor
  - Allen
- Director of Projects
  - Josh (Supported by MNP)
- PM Contact
  - Stephen
  - David
  - Josh
  - Colette
  - Josh
- PM
  - MNP
  - GTA
  - LFP
  - Colette
  - LFP
- Feasibility
  - Teresa
  - Lori
  - Teresa
  - Lori
  - Teresa
- Coordinator
  - Maureen
  - Sheryl
  - Richard
  - Shannon
  - Sheryl
- User Rep
  - Shawn
  - Vern
  - Shawn
  - Sly
  - Vern
Users Representative Committee

Patrick Williams, Richard Parsey, Kyle Wong, Christopher Wilson, Teresa Peters, John Purcell, Alma Louis, Oliver Peters, Kathleen R Smith, Lewis Dan

Land, Resource, & Capital Infrastructure

Shawn/Vern

Economic Development

Shawn

Ramona Linger, Rose Smith, Geneva Quipp, Willamina Jim, Suprina Quipp, Korena Peters, Ken Peters Sr., Brenda Lester, Barry Smith, Janice Parsey, Xavier Williams

Allen Gabriel, Clara Smith, Sheryl Rankel, William Schneider, Sylvia Shanoss, Alexis Paull, Gabriel Williams, Daniel Sam, Nick Jack

Government & Administration

Vern

Social Development

Sly

Clint Quipp, Zachary Williams, Patrick Quipp, Sylvia Alexander, Barb Peters, Shannon Chapman, Keith Williams, Madeline Williams, Lori Vandenberg, Gerard Peters, Wallace B Henry
Approach

1. Prepare
   Prep:
   - Secure contractors
   - Finance Training
   - Internal project management training

   Launch:
   - “Big Tent” Meeting with all staff
   - (Whistler Follow-up)
   - Community Launch

2. Collect Data
   Data gathering from Communities:
   - Interviews
   - Focus Groups
   - Community Meetings

3. Analyze and Report
   Develop Plan
   - First Draft

4. Approval and Decision Making
   Develop Plan
   - Second Draft

5. Report
   Report, Revise and Finalise
   - Final revisions
   - Community release of plan

   Project Evaluation
   - By MNP
Prepare & Launch

- Preparation
- Secure contractors
- Finance & Project Management Training

Launch
- Big Tent
- Community Launch
Collect Data

✧ Focus Groups
✧ Community Meetings
✧ Clickers
✧ Photographs
✧ Flip chart
✧ Surveys
✧ Interviews
✧ Existing Reports
Analyze and Report / Approval and Decision Making

- Progress Reports
- Develop the Plan
- 2 Drafts
Report

- Report, Revise and Finalize
- Community Release
- Evaluation

In-SHUCK-ch
Nation Building Plan
Nation Building Plan

- 1000 page comprehensive document
- 140 page Scope of Work
- 1 page/Project Summary
<table>
<thead>
<tr>
<th>Nation Building Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Government &amp; Administration</strong></td>
</tr>
<tr>
<td>5. Operational Plan &amp; Budget</td>
</tr>
<tr>
<td>6. Dispute Resolution Process</td>
</tr>
<tr>
<td>7. Court Services &amp; Enforcement</td>
</tr>
<tr>
<td>8. Transition Plan &amp; Closing Activities</td>
</tr>
<tr>
<td>9. Cultural Protocol</td>
</tr>
</tbody>
</table>

- Government & Administration, 9 Projects
- Economic Development, 4 Projects
- Land, Resources & Capital Infrastructure, 8 Projects
- Social Development, 4 Projects
Scope of Work

- Situational Analysis
- Project Goal and Objectives
- Experience and Feedback from other First Nations and Contractors
- Work Plan
- Key Inputs
- Timeline
- Deliverables
- Budget
- Work Breakdown
- Key Budget Drivers / Assumptions
Strategic Plan for Self-Government

Introduction
- A strategic plan provides guidance and accountability for self-government.
- A strategic plan is a long-term vision (20 yrs) and renewable short-term goals and strategies (3-5 yrs).
- The plan is a tool for citizens and leaders to work together to shape the future in accordance with their shared vision.

Project Goal
- Develop a consolidated strategic plan for In-ShUCK-ch Nation government.

Project Objectives
- Develop a long-term strategic vision for self-government.
- Develop 5 year self-government implementation plan.

Experiences and Feedback from other Contractors
- Develop the long-term vision and values immediately; it must have high level of support.
- Develop a 5-year plan close to the transition to self-government.
- Plan must be organized to drive annual operational plans, budgets, and reporting.
# Project Timeline

## Nation Building Project Timeline (in months)

<table>
<thead>
<tr>
<th>PROJECT TITLE</th>
<th>1 year</th>
<th>6 months</th>
<th>3 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Plan for Self-Government</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Institution Building</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government Organization</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legislative Plan and Drafting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operational Plan and Budget</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dispute Resolution Process</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Court Services and Enforcement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cultural Protocol</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economic Development Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asset and Investment Management Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10-Year Financial Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Policy and Process Growth</td>
<td>Phase 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration of Land and Environment</td>
<td>Recruit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heritage and Conservation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic Land Planning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resource Information System</td>
<td>Phase 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emergency Management</td>
<td>Phase 1-EMS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Definition of Lands</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Infrastructure Planning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural Resources and Forestry</td>
<td>Phase 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Development Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Housing Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Effective Date | Anti-Government |
Implementing

- Restructured Administration
  - Employment Agreements, CEO, CAO, & Operations Manager
- Developed and Implementing the Business Governance & Fiscal Agreement
- Strengthening the core (getting ready)
  - Communications including IT
- Finance
- Human Resources
- Strategic Long Term Self-Government Vision & Values
Additional Outcomes

- Improved communications
- Improved and developed new skillsets
- Understanding of transitional requirements
- Developed external relationships
Take Away

- Specify, Specify, Specify
- Be frank and honest with your team including contractors
Thank you


Josh Alexander, CAO
josh.alexander@inshuckch.com