

**Metis Nation of Saskatchewan
Collaborative Workshop**

The Vision Statement

June 17, 1998



**Organizational Development and Planning Workshop
Wednesday, June 17, 1998 – 9:00 a.m. - 5:00 p.m.
Heritage Inn, Saskatoon
“A Vision for Unity – Collaborative Planning”**

Chairperson ~ Murray Hamilton

Facilitator ~ Marlene Panko

GOALS AND OBJECTIVES FOR THE DAY

1. To collaboratively plan for the future of the Saskatchewan Metis Nation.
2. To listen to the President's overview
3. To hear from Affiliates
4. To use the creative problem solving process to raise and address concerns, issues.
5. To develop a common vision for unity of the Metis people.

TENTATIVE AGENDA

- Opening Prayer*
- 9:00 Introductions
- 9:15 Executive Summary - President's Message
Overview of Each Affiliate
- 10:45 Synthesis of Concerns, Issues
- 11:00 Introduction of the Creative Problem Solving Process to:
- identify issues, concerns
- gather data from all members
- brainstorm and record ideas that will address issues, concerns
- work toward an Action Plan that will be shared
- 11:15 - 12:00 Break Out Sessions
- 4 groups/10 participants per group - 1 recorder per group
- 12:00 - 1:00 LUNCH
- 1:00 - 4:00 Continue working through the CPS process to identify and idea find to action plan of further issues

Facilitator will guide the groups through the process. Large group sharing of the Action Plan from each break-out group.
- 4:00 - 5:00 Synthesis of the Day
What have we done?
What is our plan?
What can we do together?

The Metis Nation of Saskatchewan

The vision statement of the MNS is to unite the Metis Nation of Saskatchewan for the purpose of building cultural identity and political power to alleviate the socio-economic conditions of the Metis people.

The objectives include:

1. to strive for the political, legal and constitutional recognition and guarantee of the rights of the Metis Nation, including the right to a land base, self-government and self-governing institutions.
2. to rebuild our social base and revive our cultural heritage and pride.
3. to provide and encourage leadership at all levels within the Metis nation.

All members are leaders and are responsible for carrying out the vision statement and objectives of the Metis Nation of Saskatchewan.

All members must strive to portray a positive image of the Metis Nation to all of society.

The vision for the Metis people must be maintained. There are issues that are being addressed daily by the Metis Nation, the Executive, the Affiliate, and by individual members. The issues include: governance: elected vs. appointed, the need for constitutional renewal, senate reform and electoral reform, Federal vs. Provincial (who owns what), land base, needs, including M.O.U., health, housing, continuous education, parity, rights, services, our youth, economic issues including a volunteer funding plan, multi year plan, ownership from grassroots to regional to provincial to federal, advocacy, and the maintenance of our Metis culture. These issues may be addressed by continuous cooperation, collaboration and communication.

June 17, 1997 was a day of communication and collaboration. The day was planned to:

1. hear from the new executive, board of directors and affiliates.
2. to use creative problem solving around selected issues to collaboratively plan.

The attached pages are ideas and plans generated by the group around some of the issues.

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MORNING SESSIONS

1. Issue: Governance and How to Interact

The issue involves concerns at: the local level, regional level, political level, head office, technical level, elected and appointed membership.

Data Finding

- semi-anonymous affiliates have own constitution and boards
- ministers of MNS chair each
- constitution not yet aligned with MNS constitution
- costs of large boards are issue with financial restraints
- third party conditions affect board composition
- consistency required
- rep. boards require guidelines for members, re local, provincial, etc. interaction
- unified nation consistent, workable
- what if there were lobby groups for each region
- partnerships with government require respect (mutual) not one calling the shots

Problem Finding - Converged to One

In what ways might we have boards with regional and ministerial representation?

Idea Finding

- each region elect board members who have qualifications to serve
- stay apolitical, at arms length
- policy and process manual
- MNS should guide affiliates P/P (policy and procedure) manual so interaction and support are maximized
- affiliate CEO's should meet 3-4 times per year
- improve communication and distribution of information
- find out third party concerns
- refine processes and frameworks to effectively negotiate with governments
- organize internally to have a unified process

Solution Finding

Criteria Selected to Chose Best Solution

Which solution will:

- best align with MNS policy procedures and constituency
- meet federal and provincial concerns where necessary
- be the most financially feasible

Best Solutions Chosen to Weigh Against Chosen Criteria

- organize internally (unite affiliates for one voice)
- improve communication
- elect qualified members for each region
- implement Metis governance
- unify processes leading to Metis governance

Acceptance Finding and Action Plan

The best solution chosen was:

- organize internally with affiliates for one voice.

Ideas to Put This Into Action

- home page
- distribute MNS P/P manual to each member
- compare affiliates P/P manuals to MNS
- handbook about MNS affiliates
- reestablish newsletter, magazine or other communique
- network, refer, delegate
- e-mail
- regular and frequent meetings
- keep personalities out of it

Action Plan

Who? MNS
• Home page
• MNS executive (Wilf)

Will do What? Review P/P manual and prepare for distribution
• organize CEO meetings quarterly - CEO's will do this

When? By fall, 1998 or ASAP (Batoche)

How: At first meeting so it is ready by MLA using - Power Point Presentation

2. Issue: Recognition of Metis Nation

Problem Statement

In what ways might we gain recognition from other governments?

Idea Finding

- unite Federal Metis and Provincial Metis
- create a blueprint for MNS
- create a National Metis Constitution
 - provincially
 - individually
- unite Metis "vote" to influence other governments
- challenge inequality issues, ie. court
- resolve internal constitutional problems within our Nation (create internal strength)
- recognition from other levels of government (jurisdiction)
- court system
- let government approach the Metis
- band together as tax payers
- develop from the grassroots up
- use media to our advantage
- expose issues to other provincial members/public

- use media to highlight success
- educate public about issues/successes
- make use of available technology - internet
- have protocol on internal communication within nation
- follow appropriate protocol for meetings/forums, etc.
- address internal issues
- educate our own people - services, affiliates
- get proper financial resources, direction
- get involved in Education at all levels
- prioritize education - target youth - start addressing issues early

Solution Finding

Criteria Chosen

- which solution will work the fastest?
- which solution will be the most cost effective?
- which solution will effect the most people?
- which solution will give us the biggest bang for our buck?

Best Solutions

- resolve constitutional problems
- use media to our advantage
- create a "blue print" for our nation - vision and plan for our nation
- unite federal and provincial Metis
- prioritize education with Metis and general public

Acceptance Finding and Action Plan

Need overall "blue print" for Nation Rec. 35.1 - don't receive same benefits as other groups.

Recognition fits with "blue print"

Unite our own organization first then deal with other governments.

What Must Happen

- enumeration to find out where our people are
- look at the North/South disparity
- look after the urban/rural disparity
- interaction with affiliates
- senate/electoral reform
- elected vs. appointed differences
- then gain recognition from other governments

3. Issue: Governance

Data Finding

- structure - must see total picture of MNS
- boards, affiliates
- roles and responsibilities - what are they?
- long term strategies
- professional development
- separation
- politics and programming
- alternative models
- efficiency, cost
- effectiveness
- policing
- Metis legislation
- regulation

Problem Statement

In What Ways Might We (I.W.W.M.W.) ... develop a more effective (efficient) governance structure?

Idea Finding

- Youth
- governance
- operational
- affiliates
- MNS
- regions

- distinctive roles
- policy arm
- administration arm
- regional ownership
- staffing issues
- jail description for policy makers staff
- review current policies
- be open minded
- reform and renewal
- develop principles of Nation building
- review client needs
- review staff needs
- common principles among affiliates
- human resource section
- get the technicians from RMMA and Battleford to draft changes

Solution Finding

Criteria Chosen to Weigh Solutions Chosen

- which solution will the most admin cost effective?
- which solution will provide the most political accountability?
- which solution will assure procurement of goods and services?
- which solution has the highest degree of importance?

Best Solutions Chosen to Use Criteria

- alterative models
- long term strategies
- roles and responsibilities
- total picture of MNS structure
- develop common principles
- nation building

The best solution chosen by the group was to clearly define the roles and responsibilities of each elected and appointed members so there could be a common understanding and local ownership. Then the total structure of the MNS could be looked at. If common principle were developed, understood and acted on, then advocacy for better outside governance could effectively occur.

AFTERNOON SESSIONS

1. Issue: Youth

Mess Finding and Data Finding

- whereas 50% of Metis population is under 25 years of age
- whereas there is no active provincial Metis Youth Group
- negative portrayal in media
- lack of role models

Why Belong to Metis Youth Group?

- friendship
- education
- fun
- economic benefit
- associate with peers

Problem Statement

- I.W.W.M. the MNS increase youth participation at all levels?

Youth

Criteria Used to Measure Solutions

Which solution will be the:

- most financially feasible?
- most portable?
- most relevant to youth?
- most fun and provide friendship?
- most culturally productive?
- most community based?

Best Solutions to be Weighed

- provide positive opportunities for our youth
- have youth representation on affiliate boards and MNS structures
- Metis cultural education at school level
- cultural camps
- summer student employment programmes
- recognition and achievement awards
- scholarships

Best Solution Chosen

Youth representation on MNS governance. Structure in order to education, involve, model and inspire.

Acceptance Finding and Action Plan

WHO	WHAT	WHERE	WHEN	HOW	COST
Local Executive and Grassroots	• bring youth rep to council meetings for each member of council	Local meetings	Council meetings	invitation	share a ride
Regional Councils and Board Council Members	• bring youth rep to council meetings for each member of council	Regional meetings		Invitation and decision of local youth reps at local level	ride and meal
PMC Council Members	• bring youth rep to council meetings for each member of council	PMC meetings	PMC meetings	invitation and decision of regional youth rep	ride and meal - possible room
Affiliates Board Members	• bring youth rep to council meetings for each member of council	Board meeting	Let Boards Decide		

WHO	WHAT	WHERE	WHEN	HOW	COST
MNLA PMC & Local MWS President	<ul style="list-style-type: none"> bring youth rep to council meetings for each member of council bring PMC youth reps - invite local 	MNLA's		<ul style="list-style-type: none"> by invitation 	MNS, locals and for regions
MNC President	<ul style="list-style-type: none"> two youth provincial reps 	MNC Board of Governors A GMS & Youth Group		PMC youth decision	MNS
*Promote local autonomy in implementation					

Idea From Executives

- what about a Provincial Youth Council meeting with youth representatives from all areas?
- what about internships?

2. Issue: Metis Rights

Problem Statement

IWWMW pursue a Metis rights agenda.

Idea Finding - Divergent

- educate among our people
- federal government denies Metis Rights - right extinguished. Must continue to advocate and promote rights. Our rights are grounded in history
- we must identify the extent of what we are pursuing
- continue to negotiate - politically, bilaterally, tripartite
- litigation - Grumbo (Morin/Daigneault) N.W. land claim/Green Lake - 12 townships
- MNS - working on issue - Metis Agenda - response to RCAP by Federal Government
- create video services - executive message on rights

-
- educate - Metis and general public on issues
 - use media to pass on messages
 - raise resources internally to pursue rights
 - taxation, voluntary
 - donations
 - fees
 - local fundraising

Idea Finding - Converged

- educate all people by video services
- litigation
- raise resources
- utilize media to convey message
- negotiate

Criteria Used to Weigh Best Solutions

Which solution will:

- require the least amount of resources?
- provide the most internal support?
- be the easiest to negotiate with the government?
- provide us with the most willingness of staff and elected officials to pay?
- provide the most public support?

Acceptance Finding and Action Plan

Time was a factor in completing the Action Plan - All ideas were discussed as valuable suggestions for implementation.

3. Issue: Families/Poverty

Mess Finding/Data Finding

- welfare
- more services
- communication
- government

- lobby government for programs/services
- low awareness
- develop proposals
- who should be responsible
- resort to crime - they often do
- single parent families
- more education
- higher education

Problem Solving

IWWMW ... address family poverty within Metis people?

Idea Finding

- have a "blueprint" plan
 - long term
 - short term
- educate parents on budgeting
- life skills
- career path students, prior to leaving high schools
- put forth proposals to government
- community gardens
- Metis unit within social services
- provincial coordinator of all affiliates
- Metis specific housing repair program
- awareness of services throughout province
- holistic approach
- family workers
- coordinate four for government agents to communities in poverty
- promote families to work force
- raise Metis self-esteem
- upgrade education with support to family, ie. child care
- negotiate with government for royalties from natural resources (north)
- ownership/responsibilities for own programs and people

Acceptance Finding and Action Plan

Note: Time did not allow the group to complete the written action plan, however, many of these ideas could be implemented at the local level now. Advocacy for rights will continue from an executive level. Proactivity is recommended so that youth have hope. Career paths could be planned for individual youths now. Collaboration with others is key. Begin now.

4. Issue: Media Publication

Problem Statements

- In what ways might we
- ... educate the media
 - ... cover positive news
 - ... create a publication
 - a) glossy magazine
 - b) newsprint
 - c) newsletter

Criteria Chosen to Evaluate Best Solutions

Which solution will

- a) ... be most cost effective?
 - ... provide a current monthly sharing?
 - ... promote the most contributors?
 - ... promote the most subscribers?
 - ... be easily funded? (affiliates)
 - ... sell the most advertising

Best Ideas Selected for Solution

- newsletter
- magazine
- newspaper

Best solution selected: newspaper.

Acceptance Finding and Action Plan

Theme issues for ads and messages:

- education
- culture
- veterans
- addictions
- sports
- Christmas

I.W.W.M.W create a newspaper for MNS and affiliates?

Who? MNS Executive

What? Newspaper

By When? Batoche

How?

- solicit affiliates to contribute towards cost
- write own material (by contribution)
- contract out printing
- secretary and president coordinate this
- make self-sustaining budget for short term and ad strategy for the future

The first issue should include information about the Batoche issue program. *Hint: See Ontario Voyageur.

Happenings:

- upcoming events
- sports
- graduations
- ceremonies

MNS Update: What's happened since last time? ie. rights

Letters, Photos

* Hold a contest or ask affiliates now

- Suggested Titles:
- Bannock Bytes
 - Metis Issues
 - Sask. Metis News
 - Rabbit Stew Jig
 - Courier de Bois
 - Burnt Wood People
 - Half Brown Chronicle
 - 1 1/2 Newspaper
 - New Voyeur

Content of Issues (also on web page)

MNS Executive Message

- who are they?
- where?
- messages?

Prov. and Fed. messages

Highlight two areas per issue.

News from the Affiliates - regions, locals

Culture Column

- genealogical information
- years ago

Our People

- veterans
- senators
- elders, etc.

Program Highlights



MEMORANDUM

Date: July 8, 1998
To: Area Directors
Affiliates
From: Wilf Blondeau
Re: MNS Collaborative Workshop
June 17, 1998
Saskatoon, Saskatchewan

I am pleased to provide you with a copy of the recap from the workshop for your perusal and feedback.

We will be planning another two-day workshop scheduled for later this fall. We would also welcome your new ideas on what topics should be covered. We believe this is a good start and we should continue this process of planning. It will only strengthen and hopefully bring the MNS organization together as a solid, effective and efficient organization.

I await your responses.

Yours to "Future Building of MNS"

Wilf Blondeau
CEO

cc: Executive