



September 30, 1999

Metis Nation of Saskatchewan
June 28th & 29th, 1999
Retreat Participants

Re: MNS Retreat Final Report - June 28th & 29th, 1999

We are pleased to provide you with the final report. We ask that you review the report and should you have any constructive comments to any part of the report, do not hesitate to provide them in writing to the undersigned.

We thank you for participating and it's through dialogue such as this which will assist this Nation in its growth.

Regards,

Wilf Blondeau, CEO
Metis Nation of Saskatchewan

MÉTIS NATION OF SASKATCHEWAN
Nation Building Retreat
Final Report

June 28th and 29th, 1999

Travelodge Hotel, Saskatchewan

Submitted by: Marlene Panko
Revisions by: Kathy Hodgson-Smith

FOCUS OF RETREAT

- ▶ Focus on the structure of the Métis Nation of Saskatchewan.
- ▶ Develop a common vision for the unity of the Métis people.
- ▶ Review the roles and responsibilities of all the Stakeholders in the Métis Nation.
- ▶ Encourage co-operation within the nation, including the Affiliates.
- ▶ Gather ideas and input from the various Stakeholders in the Métis Nation.
- ▶ Pursue our rights as a People.
- ▶ Enhance programs and services for the Métis in Saskatchewan.
- ▶ Continue to build our Nation.

GOALS / OBJECTIVES

1. To collaboratively plan for the future of the Métis Nation of Saskatchewan.
2. To take guidance from the Senators, Youth, Women, Affiliate CEOs and Provincial Métis Council.
3. To use creative problem solving to raise and address concerns and issues.
4. To develop a common vision for unity of the Métis people.
5. To bring information and clarification of the Rights agenda.
6. To discuss the relationship between programs and services and rights.
7. To provide guidance to the Internal Governance Committee as it carries out its mandate.

RETREAT PARTICIPANTS:

Métis Nation of Saskatchewan Senate

Senator John Boucher
Senator Nora Ritchie
Senator Rose Ledoux

Provincial Métis Youth Council Executive

Trevor Kennedy
Deanna Obleman
Jennifer Brown
April McPherson

Métis Women of Saskatchewan Executive

Bev Laliberte

Affiliate Chief Executive Officers

Ryan Calder (MACSI)
Karen Schmon (GDI)
Roland Duplessis (CCDF)
Wilf Blondeau (MNS)
Greg Fofonoff (SNEDCO)
Perry Chaboyer (METSI)

Technicians

James Froh
Kathy Hodgson-Smith
Brenda Gust
Yvonne Vizina

Provincial Métis Council

Clem Chartier
Murray Hamilton
Allan Morin
Robert Doucette
Helen Johnson
Ralph Kennedy
Wayne Trotchie
Vince Folk
Don Favel
Philip Chartier
Myles Pelletier
Peter Rudyck
Al Rivard

PROPOSED AGENDA

Monday, June 28, 1999

- 9:00 – 9:30 Opening Prayer (Senator John Boucher)
 Opening Remarks from President Clem Chartier
- 9:30 – 10:00 Opening Remarks from the Internal Governance Committee
 (Allan Morin)
 Introduction of the Facilitator and Participants
- 10:00 – 10:15 Health Break
- 10:15 – 11:00 Financial Overview (Allan Morin)
- 11:00 – 12:00 Introduction of Organizational Review
 (James Froh)
- 12:00 – 1:00 Lunch Break
- 1:00 – 2:00 Framework for Cooperation
- Presentation by Mary Tkach, IGAA
- 2:00 - 4:00 Small Group Discussions
- The task of the small group discussions is to make recommendations on each of these headings in regards to Internal Governance.
 - Role of the Minister
 - Role of the CEO
 - Role of the MNLA
 - Role of the PMC
 - Role of the Affiliate Boards
- 4:00 – 5:00 Plenary Session
- Report on and debate the Recommendations as presented.

Tuesday, June 29, 1999

- 9:00 – 9:30 Opening Prayer
- Review of Yesterday by Facilitator

9:30 – 12:00

Rights Agenda

- See Attached Handout
- Overview of Rights
- Discussion of Jurisdiction Issues: Section 91(24)
Federal and Provincial Governments
- Metis Nation Agenda and Royal Commission Report
- Bilateral and Tripartite Processes for Devolution
Tier I (Ministers), Tier II (Officials), Leaders
Forum
- Roles of MNLA, PMC, Regional Councils and
Affiliates in pursuing rights agenda
- Defense and Land Rights Fund

12:00 – 1:00

Lunch (Provided)

1:00 – 5:00

Travel to Batoche for Sod-turning Ceremony / Press Conference

Small Group Discussion Results

A. The Role of the Minister

GROUP ONE: THE ROLE OF THE MINISTER

- The Minister should be given more control without interference from PMC Executive.
- Ministers should be directly appointed by the President (Some members of Group One felt it should come from the PMC).
- Ministers need to have duties and responsibilities clearly defined for clarity.
- Ministers need to be accountable (politically and financially).
- Ministers need to use the Métis Nation of Saskatchewan Audit and Finance Committee and provide financial statements to the MNS.
- Ministers need to honour their positions and the rights and responsibilities of having a Ministry.
- Ministers need to keep communication open.
- Each portfolio has different contribution agreements so communication must flow from one Minister to another for continuity.
- Ministers need to develop a Policy and Procedures Manual so as to have consistency.

GROUP FOUR: THE ROLE OF THE MINISTER

- Ministers should appoint Associate Ministers.
- Ministers should not have to be the Chairperson of their Affiliate Boards.
- Ministers should be paid.
- Ministers should support their CEOs.
- Ministers should have support staff.
- Ministers should not serve more than two consecutive terms in one portfolio.
- A Minister should have the knowledge and education to support the role that they are given as Minister.
- Ministers have to focus on the needs of the entire province not just the needs of their own region.
- Ministers should set objectives for their Affiliates and should have short term and long term strategies.
- There should be gender parity in the Ministeries.

B. The Role of the Affiliate CEO's

GROUP ONE: THE ROLE OF THE CEOS

- CEOs need to develop and follow a Policy and Procedure Manual for politicians and for staff.
- CEOs must outline the line of authority.
- Job descriptions must be written and followed.
- CEOs should be in attendance at PMC meetings, as required by the Ministers, and must supply reports to the Provincial Métis Council.

GROUP TWO: THE ROLE OF THE CEOS

- CEOs should ensure that the Affiliate reflects the MNS mission.
- CEOs should not put the Affiliate at risk in any way.
- CEOs should recognise the similarities and differences of the Boards that govern them.

GROUP FOUR: THE ROLE OF THE CEOS

- CEOs should not be involved in politics.
- CEOs should have management responsibilities only.
- A CEO is a team player.
- A CEO is a role model.
- A CEO should be aware of what is going on in their departments.
- CEOs should hear both sides of issues.

- CEOs should be fair in hiring.
- CEOs must be qualified and experienced.
- CEOs should find more funding and develop partnerships, including supporting regions in developing partnerships.
- CEOs should provide professional development and show leadership skills to their regions and Boards.
- CEOs should have management and people skills.
- CEOs should be free from Ministerial intimidation.
- CEOs should be a golf pro.

C. The Role of the MNLA

GROUP ONE: THE ROLE OF THE MNLA

- Executive reports should be developed and distributed 30 days prior to a meeting of the MNLA.
- Alternates should be allowed for Local Presidents and should be appointed in writing to the Area Director.
- A Speaker of the House could be selected by appointment by the PMC or Senate. The MNLA should nominate the Speaker and the Speaker should be contracted out.

GROUP THREE: THE ROLE OF THE MNLA

- The MNLA should develop an Act as a government body (See Article 2 of the MNS Constitution.) We need clarification of the process of who comes to the MNLA, what is discussed, the process for discussion, who comes to be the Speaker, how it convenes, how we get there, how we conduct business, etc.
- The President or the Vice-President should attend and represent.
- A Speaker of the House should be familiar with the intricacies of the MNS constitution and the issues on the floor.
- Issues from grassroots Métis should be first brought to their Local President, then brought to MNLA and signed by 75% of Regional Presidents.

GROUP FOUR: THE ROLE OF THE MNLA

- Non-MNLA delegates should be allowed to speak at an MNLA. A time limit should be set aside for them to speak.
- Issues not personalities should be debated at the MNLA.
- We need a Seargent-At-Arms at the MNLAs to keep order.
- There should be interpreters at the MNLAs.

- There should be more use of visual aids at the MNLAs.
- We need to document issues from special MNLAs and take them to the regular MNLAs.
- A clear process needs to be laid out as to the process and procedures to be followed at an MNLA.
- There ought to be more cultural events at the MNLAs.
- The minutes from the MNLAs should be distributed.

D. The Role of the PMC

GROUP ONE: THE ROLE OF THE PMC

- The PMC should implement the directions set out by the MNLA.
- There should be one position on the PMC for youth with voting privileges.
- The minutes of PMC meetings should be sent out to each of the Local presidents.
- There should be a question period at PMC meetings for questions from the general membership.

GROUP TWO: THE ROLE OF THE PMC

- Grassroots people must voice concerns to MNS leaders through the PMC so they can hear and enact these concerns.
- Locals should bring concerns to Regional Reps who then take them to the PMC meetings.
- PMC must learn to take direction from grassroots people.
- PMC must follow chain of command.
- PMC must be role models for the grassroots people.
- PMC must develop a Code of Ethics that will filter down to the grassroots.
- PMC must put out a pamphlet to show the people about our positive accomplishments.
- PMC must enforce the Code of Ethics.
- There must be punishments for breach of the Code of Ethics.
- PMC must have integrity.
- PMC must report back to grassroots so they know they are being represented.

E. The Role of the Affiliates

GROUP ONE: THE ROLE OF THE AFFILIATES

- The Affiliates should be financially and operationally accountable to the Métis Nation of Saskatchewan.
- The Affiliates should consider options for operation between the MNS and the Boards: advisory, management, etc.
- Affiliates should standardise their structures and their policies and procedures with the MNS.
- Affiliates should all be represented by regional reps.

GROUP TWO: THE ROLE OF THE AFFILIATE BOARDS

- The Boards should lobby through the PMC for each regional council to hold an AGM so as to consult the Locals and the grassroots people.
- Rather than attacking each other for funding, Affiliate Boards should co-ordinate their resources for special events and seek extra funding from outside agencies.
- Board members should be regional representatives or members who have particular knowledge of the issues they are governing.
- The Boards should challenge the government about core funding issues.
- The Boards should hold piggyback meetings to promote the sharing of information with grassroots people.
- The Boards should make all by-laws and constitutions viable.
- Information and communication is the key to building and maintaining mutual support.
- Staff of Affiliates should liase with each of the ten departments to address the Framework for Cooperation.
- All Affiliate policies and procedures should be consistent.

GROUP THREE: THE ROLE OF THE AFFILIATE BOARDS

- All affiliate policies and procedures should be consistent with MNS constitution.
- Each Affiliate provides a copy of the annual audit to MNLA. MNLA owns the affiliates.
- Affiliates must be accountable to MNS Constitution (Article 14).
- Affiliate boards represent all Métis people of Saskatchewan.
- Affiliate boards answer to the Métis people.

Summary

- ▶ The needs of the Métis People of Saskatchewan should be held central to all actions, policies and procedures. The Métis people need to be concerned locally, but must also be aware of the perspectives of provincial Métis needs, as well as national and international happenings of Métis people.
- ▶ A balance of rights and programs and services is to be sought.
- ▶ Through devolution and inclusion, the Métis people will strive to gain independence, while retaining their identity.
- ▶ The guidelines of the leaders of the Métis people must include: integrity, responsibility, accountability, honesty, freedom, trust, ensuring democracy, maintaining a code of ethics, working toward equity.
- ▶ Funding is a constant concern. We must use creative resources to become self-sustaining.

- ▶ Each leader must continue to advocate for Métis rights and support. Involvement is key. The Métis people have many successes to celebrate!
- ▶ Leadership skills include Co-operation, Collaboration, Communication and Commitment.
- ▶ Each leader will act as a role model with an open mind and an open heart. Knowledge is important. We will continue to dialogue and learn.
- ▶ Networking is important. We will continue to share.
- ▶ The Métis Nation is grounded in history. It is the dedicated work of the leaders through the years that will continue to gain support for the Métis people as the Nation continues to strive for independence and rights.

Rights to Consider

- ▶ Distinct Métis Rights Agenda (Métis National Council)
- ▶ Jurisdiction Issues, Sec. 91(24)
- ▶ Jurisdictional Issues: Federal and Provincial Governments
- ▶ Aboriginal Land Rights
- ▶ Resource Rights
- ▶ Hunting, Fishing and Gathering Rights
- ▶ *Gathering Strength*, the Royal Commission Recommendations on Métis Inherent Right of Self-Government
- ▶ Bilateral and Tripartite Processes
- ▶ Processes for Programs and Services Devolution
- ▶ Roles and Responsibilities
- ▶ Defence and Land Rights Fund
- ▶ Case Studies - Issues before the Courts

Framework for Cooperation

- ▶ Affiliate involvement in the Rights Agenda
- ▶ Strengthen the document by discussing reciprocal accountability.
- ▶ Use the Common Planning Forum as a model for the Policy.
- ▶ Strengthen the policy by attaching it to the Tier I and Tier II processes.
- ▶ Input and participation of Métis requested.
- ▶ Make it Métis specific. Clarify. Negotiate. Advocate. Enhance existing Métis Nation processes.

General Suggestions for Follow-Up

- ▶ Develop a process to have Métis people learn about rights.
- ▶ Develop a Power Point package on Rights issues.
- ▶ Develop a video on Rights
- ▶ Establish a Rights Forum.
- ▶ Discuss contemporary models of self-government and examples of practicing Rights such as the Northern Project and Urban Governance.
- ▶ Hold a two-week camp out at Batoche to educate the youth and to educate each other as to the state of the Rights Agenda.
- ▶ Develop a regular column in the New Breed Magazine on Rights.
- ▶ Develop educational material on Rights for distribution in our communities.
- ▶ The MNLA should put together a Land and Resources Commission to take the Rights Agenda forward.
- ▶ Continue to document our History as Métis people.
- ▶ Develop a system of taxation in order to become self-sustaining.
- ▶ Educate our Leaders through Special Assemblies.
- ▶ Distribute documents, such as Teillet's *Summary of Métis Case Law* and Chartrand's *Understanding Métis Rights*.
- ▶ Hold workshops in the communities at the Local level.
- ▶ Develop a Local Rights Panel.
- ▶ Hold a Rights Conference in Saskatchewan for our people.
- ▶ Develop a MNS Archives.
- ▶ Develop a Métis Cultural Centre.