



# STRATAGIC PLAN

Temagami Frist Nation Chief and Council



**TEMAGAMI**  
**FIRST NATION**

## Introduction:

The Temagami First Nation members are predominantly descendants of the Teme-Augama Anishnabai and are presently recognized as Indians under the Indian Act of Canada. Membership within the Temagami First Nation is about 1200, with about 500 eligible voters. The Bear Island Indian Reserve is home to about 250 permanent residents, not all residents are members of the Temagami First Nation. All government institutions of the Temagami First Nation are situated on the reserve. The Temagami First Nation Chief and Council along with elected representatives of the Teme-Augama Anishnabai Chief and Council work together to uphold the integrity of Teme-Augama Anishnabai as the stewards of n'Daki Menan.



The Temagami First Nation is represented by a duly elected Chief and Council, with an election taking place every three years. The Current Chief and Council include Chief Shelly Moore Frappier, Second Chief John McKenzie, and Councillors Michael Paul, Roxane Potts, Tom Mathias, Douglas H McKenzie, James Saville, Joe Katt. They were duly elected in July of 2020. Due to the uncertainty caused by the COVID pandemic and for the safety of the community, mail-in ballots were included as part of electoral process in 2020.

In May of 2021, with facilitation provided by Victoria Grant, the Chief and Council, and the Executive Director began a strategic planning exercise that would examine the following questions: Where are we now? Where do we want to go? How do we get there? And have we arrived?

Through a process of inquiry, the group discussed what motivated them to stand for political office, their alignment of interests, what they would like to accomplish during their term of office in partnership with community and to set path for the future of the community. Chief and Council held sessions three sessions with Community members and staff to listen and hear their areas of concern. Through this process the strategic priority areas were validated, solidifying the overall vision for each area, and identifying concrete short-term and long-term objectives for each priority area.


***Akina Teme-augama  
Anishinaabewimin nii-  
wizhitoomin gaaminod  
ezhiga-endamin, wi-  
miikimomin  
gwayakochigemin okiikan***

*All Temagami People want to build something  
that is good where we live, we will work at doing  
right on the land*





*Mission in Anishinabemowin*



*Mino niigaanizimin shij  
ni-wiidamaagemin  
gaa-ezhi-widoodamaagemin*

*Good leadership and tell everyone what we are  
doing*

**Gi-zoongidehemin  
ezhi-winaakonigemin  
Wi -mikwendamamin akina  
weshkat gaa bimaadiziwog  
shij wii gaadaadiniziwog**

*We will be of strong heart when we make  
decisions*

*We will remember all long ago who lived and  
who will be born*



***Goals, Objectives  
and Strategic  
Directions***

# **1. To Strengthen Governance Structure and Processes**

## ***a. Revitalize the Tribal Constitution***

- i. Voting process for the Temagami First Nation
- ii. Citizenship/membership code that respects and is inclusive of all Citizens, both living on- and off-reserve.
- iii. Ensure the constitution is current, relevant, and legally responsible

## ***b. Alignment of the leadership of the Temagami First Nation and the Teme-Augama Anishnabai Chiefs and Councils to a governance model that is inclusive of all citizens***

- i. Defining and Understanding the Roles and Responsibilities and the Relationship of The Two Councils
- ii. Citizenship/membership code that respects and is inclusive of all Citizens, both living on- and off-reserve.

## ***c. Improve Governance and Organizational Processes and Policy Development***

- i. Foster interdependent relationships amongst and between all committees and departments, managers, staff, and Citizens to achieve shared objectives for the benefit of community
- ii. Linkage and Cross communication amongst staff to ensure optimal information in management meetings, policies and procedures that include quality ways to report and follow-up.

## ***d. Build an effective approach for communication and reporting news and updates to Citizens that ensures transparent, open two-way communication.***

- i. Use of social media as a tool for communication
- ii. Development of Learning Circles – World Cafes



iii. Consistent Community Meetings

## ***2. Maintain and Plan for Infrastructure that Serves the Needs of Community and Members***

***a. Develop housing plan for the overall community that is are fair and equitable for all members***

- i. Review and amend the housing policy
  - 1. Policy and processes for accessing new and existing rentals are fair and equitable for all members
  - 2. Develop a housing strategy that will prioritize Member needs and pursue affordable ownership options, particularly for young families

***b. A safe and healthy environment for our children that will serve the educational needs of our students***

- i. Make the school safe so that parents and children have comfort with the children in the school building
- ii. Review, evaluate the structure of the school and determine whether to renovate or do a new build ensuring that it will accommodate all processes of learning for the children.

***c. All physical structures including roads, running water, government buildings and community facilities are in place and well maintained***

- i. Establish integrated approach to scoping and implementing all community infrastructure (including facilities) needs

### ***3. To Support Opportunities that Enhance the Culture, Language and Traditions of Our People***

#### ***a. Focus on growing and revitalizing our culture, language, and customary principles for the benefit of present and future generations***

- i. Opportunities for learning and speaking our Language
- ii. Land Based Outposts Camps and Using for Hunting and Trapping and other traditional activities
- iii. Opportunities for greater understanding of traditions, clan system and being on the land

#### ***b. Work with Elders and Citizens to clarify cultural and Indigenous knowledge protocols and develop a digital 'Indigenous knowledge and teachings' database.***

- i. Opportunities for traditional events and ceremonies that are important part of our way of life.

### ***4. To Live in Balance with all Natural Resources on n'Daki Menan***

#### ***a. Be active in managing and preserving the land, water, and resources of our Territory,***

- i. Monitoring and knowledge of who is using what resources on n'Daki Menan
- ii. Begin a process that leads to Environmental Consideration and Stewardship

#### ***b. Land Claims and Negotiations Process***

- i. More information is needed with respect to the table that was set by the previous council with Province and Feds with respect to Land Settlement Agreement.

## ***5. Sustainable Programming and Services that promote Inter-Dependence***

### ***a. Enhanced education, training and employment opportunities that are accessible to membership***

- i. Engage community in an exercise of exploring alternative account economies and how we can diversify on n'Dakimenan Staying true to our principles while creating a sustainable future***

### ***b. Creation of sustainable community economic development strategy that provides training and employment opportunities for Citizens in a supportive and healing environment.***

### ***c. Support children and youth to continue their education post-high school, including re-engaging with youth who no longer attend school or training.***

- i. Review current post-secondary policy to give opportunity to re-engage those who want to study and have been deprioritized***