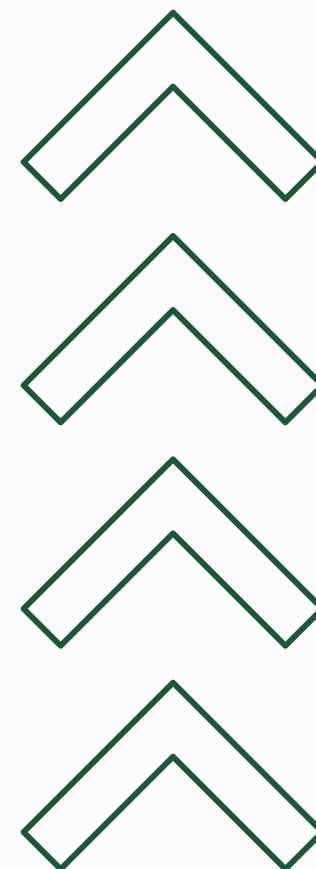




K'ómoks First Nation

# BUILDING A TEAM FOR YOUR NATION'S TREATY VOTE





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- Key components of the Team
- Capacity Building
- The Team





# INTRODUCTION

I am a proud member of the K'ómoks First Nation. I grew up in the Comox Valley and attend post-secondary at Vancouver Island University and UBC Sauder School of Business.

I have worked in various capacities for the K'ómoks First Nation since 2014, in Economic Development and Treaty. Prior to that, I spent 7 years working for financial institutions in a multitude of roles from customer service, investing, secured and unsecured lending, and management.

I have been consulting since 2018 to First Nations, I work for K'ómoks First Nation where I am the Treaty Manager. I also work with Te'mexw Treaty Association, Kistelas, Kitsumkalum, BC Treaty Commission, and Island Coastal Economic Trust. My main focus of work is on community planning and engagement, project management, work planning and budgeting, governance, and preparing a Nation for Treaty.



# Why a Strong Team Matters

- The Treaty process is complex and requires informed leadership at all levels.
- A well-structured team ensures strong negotiations, accurate information, capacity building, and meaningful engagement.
- Helps Nation members make an informed decision about the Treaty.





# Key Components of a Treaty Team

- Leadership & Governance
  - Have leaders at the table
  - Sit with Hereditary Chiefs, Heads of Family, and Knowledge Keepers
- Communications & Engagement
  - Create a robust communications team
- Technical & Legal Support
  - Legal and other specialized experts are integral to negotiations and preparing your Nation for self-government
- Community Outreach & Capacity Building
  - Be available to Nation members and create a transparent relationship. This is so important for when you need to grow your team!
- Administrative & Logistical Support
  - You can't do this without admin support!





# Create a Team Focused on Capacity Building

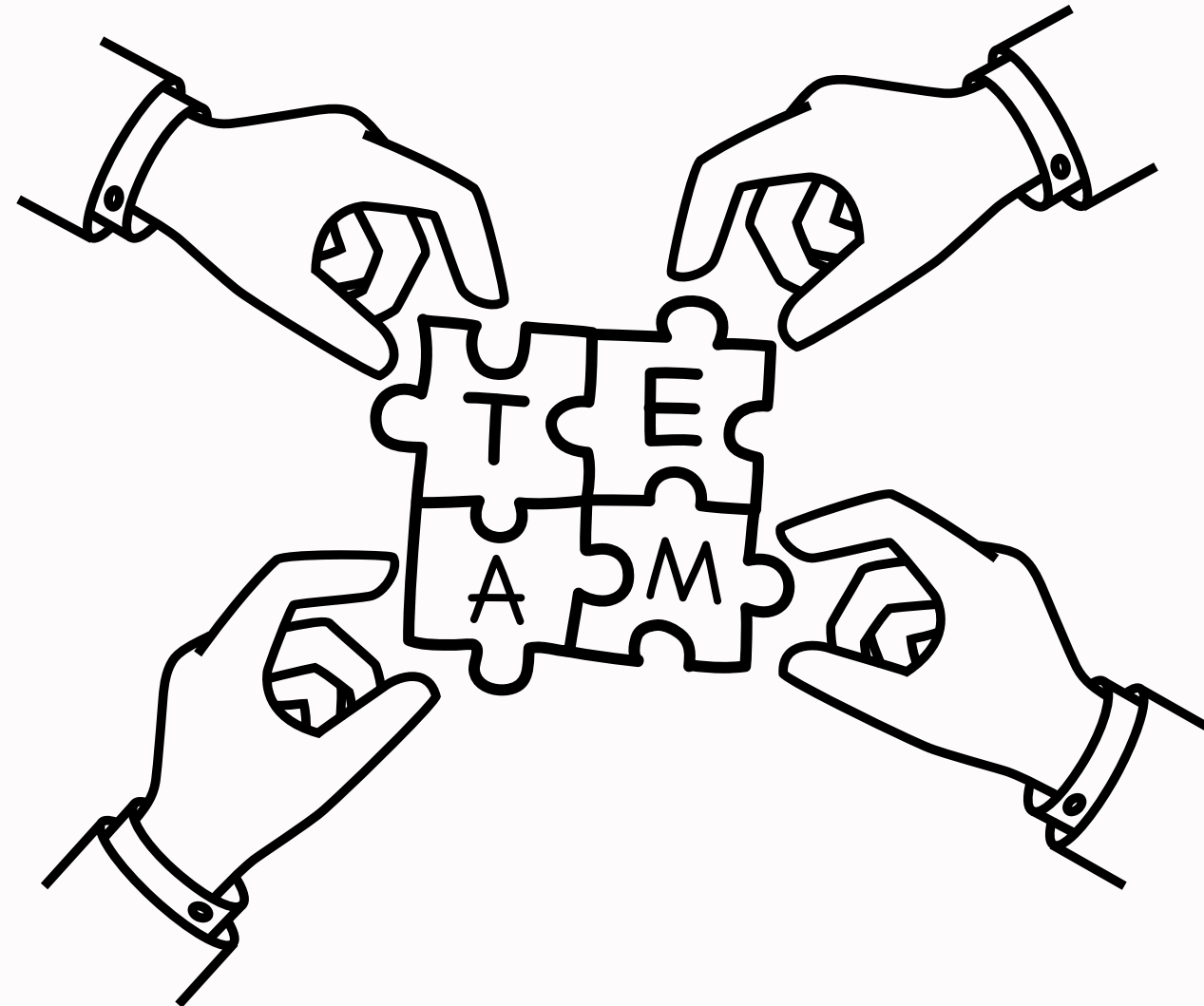
- Prioritize Nation members for key roles.
- Provide training/orientation, mentorship, and knowledge-sharing opportunities.
- Build skills for long-term governance beyond the vote.
- Leverage external expertise to support internal growth.
- Develop a Capacity Plan to ensure sustainability of knowledge and resources.





# Have the Right People for the Right Roles

- Identify members with expertise or interest in governance, legal matters, communication, and administration.
- Ensure diversity in perspectives (Elders, youth, knowledge holders).
- Balance experienced professionals with emerging leaders.
- Ensure leadership is actively involved as they become champions of the Treaty and can help guide the Nation through the process.





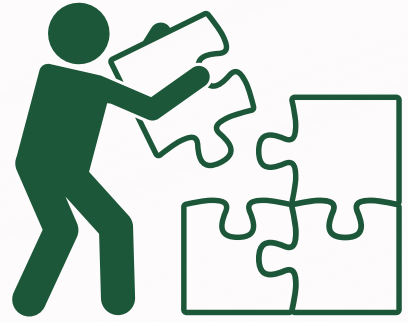
# Support and Sustain the Team

- Create strong organizational culture with support, as Treaty discussions can be intense.
- Recognize and appreciate the contributions of team members.
- Ensure funding and resources are available for capacity development.
- Bridge the gap between the Treaty Team and Administration well in advance of the vote to ensure smooth integration and cooperation.
- Develop a Change Management and Operational Plan to ease the transition into post-Treaty governance.





# Key success factors:



**Capacity Planning.**

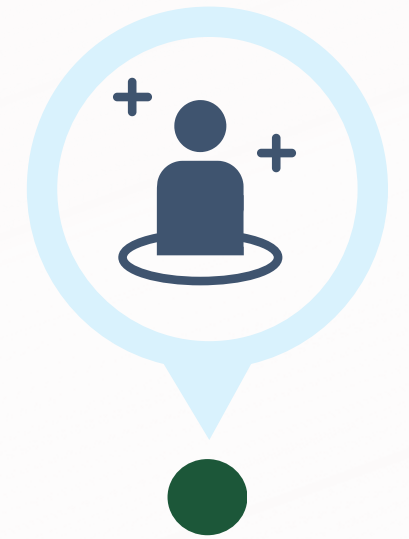
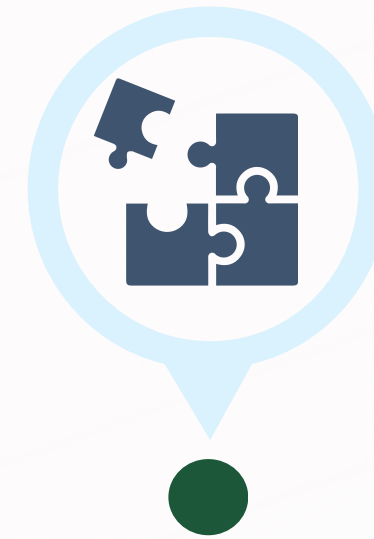


**Engaging staff and creating alignment between the staff and treaty team.**



**Change management planning and execution.**





**01**

By engaging with the staff early and often builds and enhances the trust and transparency between the Administration and the Treaty Team.

**02**

Once trust is built, you can also begin a knowledge transfer between the Treaty Team and Administration. This is key for retention and corporate memory.

**03**

Keep engaging and building that relationship! It creates change champions!

**04**

Knowledge is power and by having more people in the Administration understand the treaty, you increase your chances for a successful ratification.



# Responsibilities of the Team



## Negotiations Phase Responsibilities:

In this phase you are building your team to:

- negotiate the treaty
- build capacity in preparation for the campaign phase
- liaise with the Administration to prepare them for the potential changes to come
- engage with members and build trust and transparency
- community planning



## Campaign Phase Responsibilities

In this phase you are building your team to:

- enrol members and eligible members
- hold the votes (Constitution and Treaty)
- undergo deep engagement with members

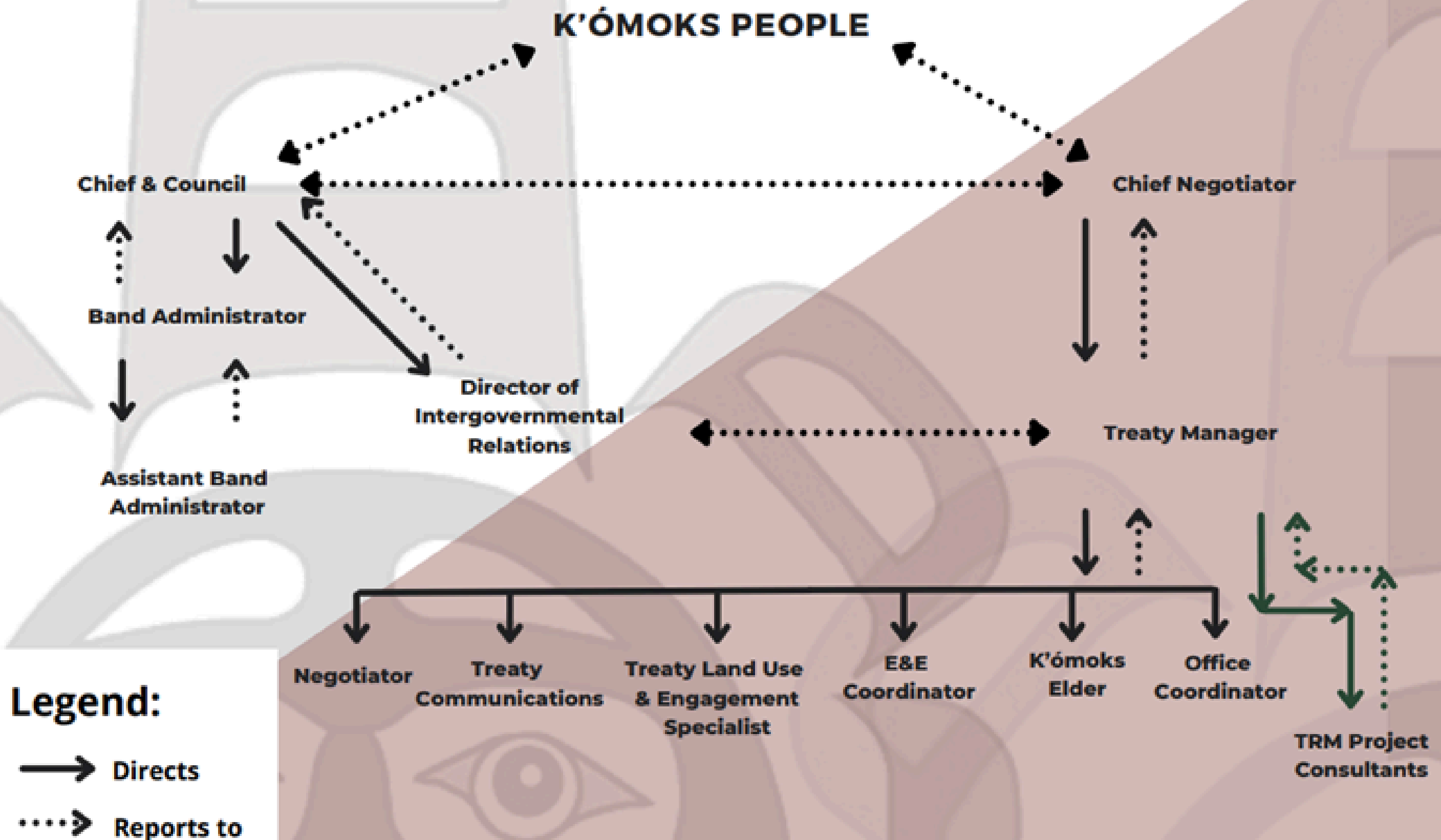
# Roles and Responsibilities: Negotiations Phase

There are a number of roles that keep the team functioning at peak capacity which includes:

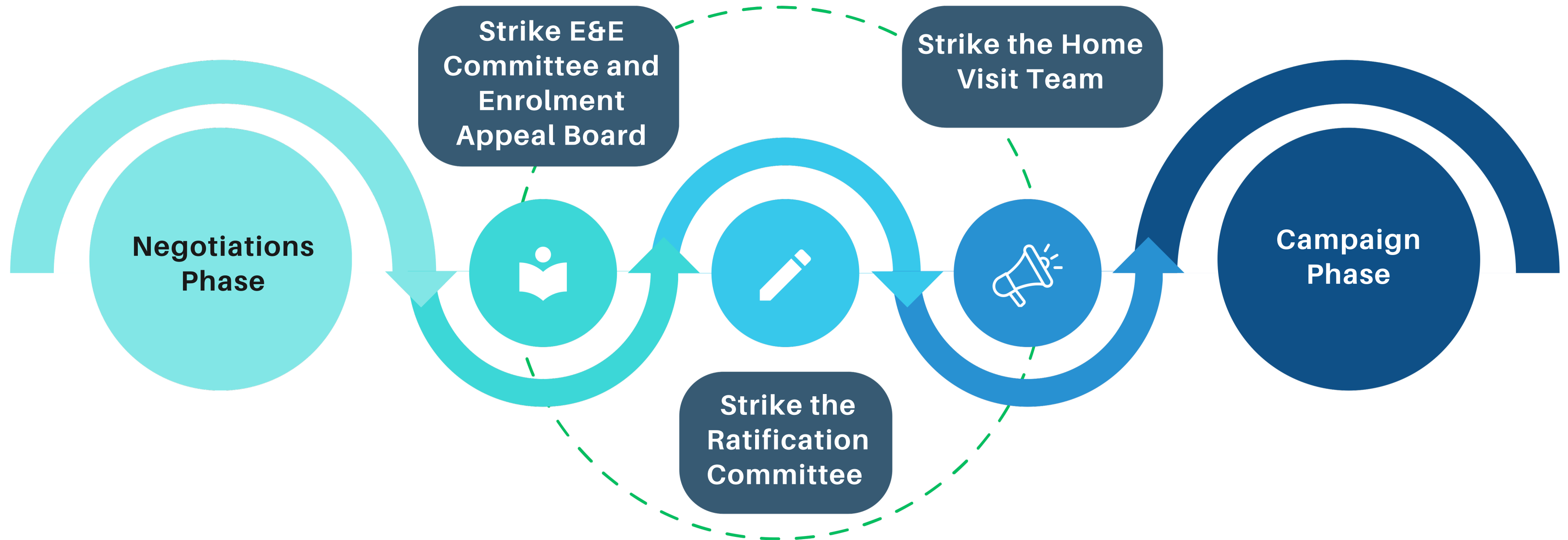
- Elected Leadership: Chief & Council
- Chief Negotiator
- Negotiator
- K'ómoks Elder
- Treaty Manager
- Treaty Communications
- Eligibility and Enrollment Coordinator (around the time of land/cash offer and initialing)
- Office Coordinator
- Treaty Land Use & Engagement Specialist
- Director of Intergovernmental Relations
- TRM Project Consultants
- K'ómoks CAO – when/if required



# ROLES & RESPONSIBILITIES



Strike the Committees at least 6 months in advance of the vote to ensure for sufficient time for training, onboarding and creating all the policies and procedures.



*\*Prior to bringing on the team/committees, ensure your Nation has an extensive onboarding and training package.*



# Roles and Responsibilities of Committees

## Duties of the Enrolment Committee:

- The Enrolment Committee shall meet monthly during the period of enrollment leading up to the Ratification Vote unless the Chair in consultation with the Treaty Team determines otherwise.
- Each member of the Enrolment Committee will sign a confidentiality agreement at the beginning of their term. The Enrolment Committee must keep all information confidential.
- The Enrolment Committee will process applications and make a determination if the applicant meets the Enrolment Criteria set out in the Treaty. This will be done in a timely manner in accordance with the Enrolment Procedures.
- The Enrolment Committee will prepare the Enrolment Registrar and pass it along to the Voting Officer.
- The Enrollment Committee may meet throughout the Ratification Vote Date to review all completed Membership Applications received from the opening of the polls to one hour before the polls close

# Roles and Responsibilities of Committees

## Duties of the Ratification Committee (RC):

- The RC shall meet on an as-needed and agreed-upon basis.
- The RC is responsible for the conduct of the Ratification Vote.
- The RC will appoint a Chief Electoral Officer
- The RC will, within 30 days following the last voting day of the Treaty Vote, prepare and provide the Parties with a written report on the outcome of the Ratification Vote.
- No later than 30 days before the first voting day of each vote, the RC will prepare, approve, and publish the form and content of the ballots to be used in the Ratification Vote as set out in the Ratification Chapter.

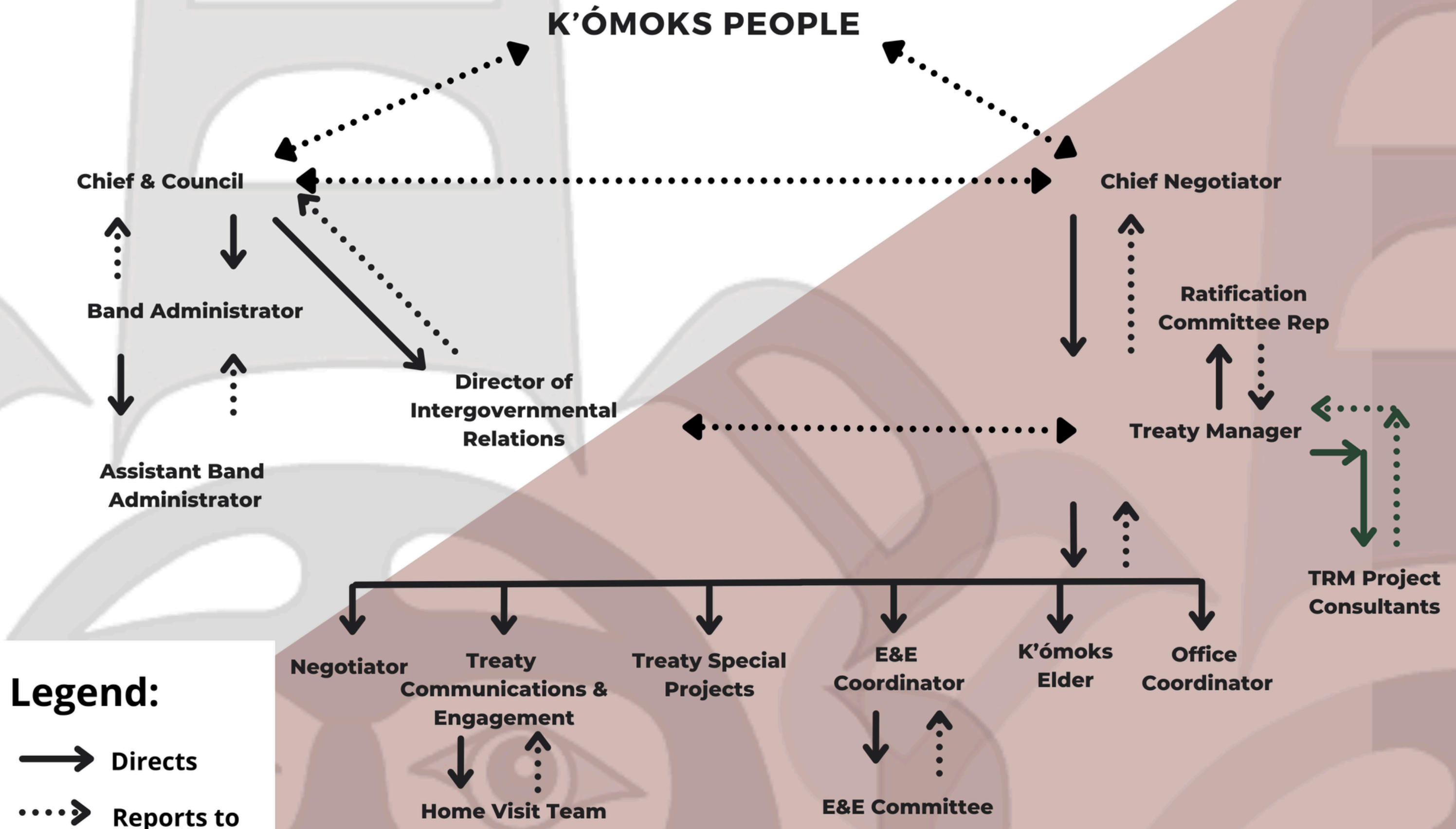


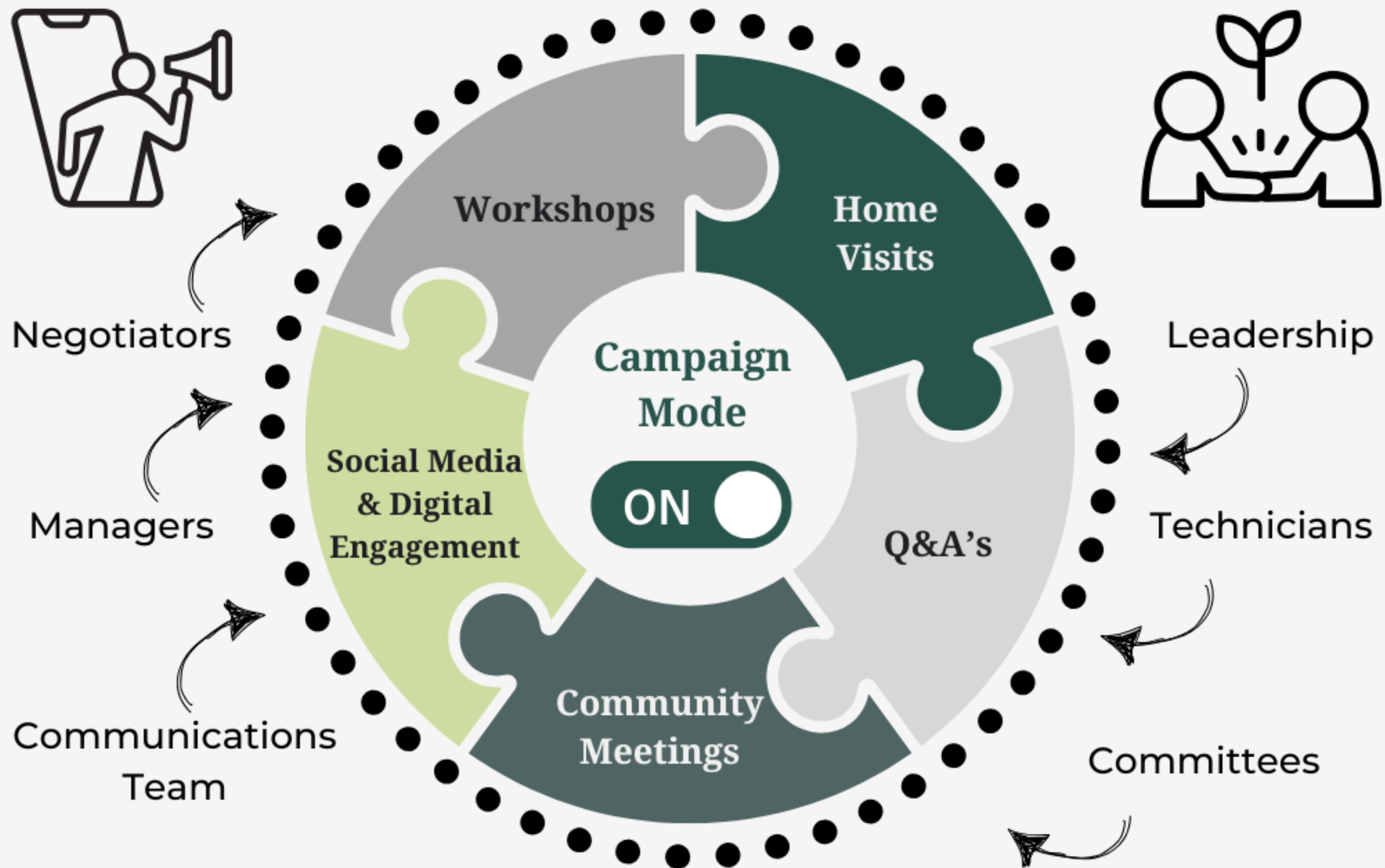
# Roles and Responsibilities of Committees

## Duties of the Home Visit Team:

- Gain knowledge on the Constitution and Treaty
- Conduct home visits with members and eligible members
- Provide the Eligible Voters with timely, fact-based information that allows them to make informed decisions
- Respond in a timely fashion to information requests and questions from the Eligible Voters
- Communicate Share what happens between now and vote day (all the work that needs to happen)
- Communicate Explain the Ratification process
- Allow Eligible Voters to either share in or understand decisions made by the Treaty Team

# ROLES & RESPONSIBILITIES





All hands on deck! It's time for the team to switch gears and dive into campaign and engagement mode!





# Q & A's

**THANK YOU**