

Mission and Vision Statements

Roles and Responsibilities in providing Good Government

The Members of the Cree Nation of Wemindji believe that "Good Government" is one that is for the People, and by the People, and of the People.

Therefore, the People, themselves, have a key role in assuring there is Good Government.

Here then are the roles and responsibilities of the key partners in assuring there is Good Government in Wemindji.

THE ROLES AND RESPONSIBILITIES OF THE MEMBERS IN ASSURING GOOD GOVERNMENT

The People, as Members of the Cree Nation of Wemindji, have the primary role in assuring there is Good Government.

THE ROLES AND RESPONSIBILITIES OF THE MEMBERS ARE:

1. To accept primary responsibility for our own actions, as responsible members of the Cree Nation of Wemindji:
 - a. Members, especially Parents and Grandparents, have the primary and special responsibility to be good role models, and to assure that our Cree language and heritage is passed on to our children, and used and respected by them.
 - b. Members are expected to be contributors to the well-being of themselves and the Community.
2. To accept primary responsibility for our own personal well-being, and that of our families:
 - a. Parents have the primary responsibility to assure the education, health, safety and security of their children.
 - b. Adult Members have a responsibility to show respect for personal property, including keeping it well maintained, while also respecting public property.
3. To participate fully and respectfully in the Government Members' participation processes established by the Chief and Council:
 - a. The Cree way is to put the best interests of the Community before our individual interests.
 - b. Members should fulfill their personal political responsibilities by participating in Nomination processes for Public Office, and by voting for elections.
 - c. Members should attend and participate in the Public Consultation meetings, organized by the Chief and Council.
 - d. Members should contribute to the decision making process:
 - First, by listening to the opinions and views of all parties, and asking questions when they are not certain of something.
 - Second, by making their views known in a constructive, factual and respectful manner.
 - Third, by being open-minded in looking for fair and effective solutions.
 - e. We should encourage and assist other Members to attend and participate in the processes of Good Government.
4. To present our concerns in a constructive, factual, and respectful manner:
 - a. Members should try to get the facts, and avoid unnecessary and harmful rumors.
 - b. Members should present their concerns to the appropriate person, using the

- procedures established for this purpose.
5. To respect the Laws, By-Laws and Regulations of the Government, including our Traditional Laws.
 6. To be knowledgeable and respectful of the processes of Government, including our commitments to others, like the Cree Regional Authority:
 - a. Members should make a reasonable effort to know the major policies and procedures that affect them, as well as the personnel and structure of their Government.
 - b. Members should respect the decisions taken by their Government, and voice any opposition in a constructive manner.
 - c. Those who feel they have legitimate grievances regarding any decision of the Government should use the proper grievance procedure, which is designed to assure a fair and prompt resolution of the grievance for the Member.
 7. To be knowledgeable of the major issues affecting the Cree Nation of Wemindji.
 - a. Members should make a reasonable effort to keep themselves informed of the major issues affecting the Cree Nation of Wemindji.
 8. To hold the Chief and Council accountable for their decisions and actions.
 - a. Members should insist on Good Government, and appropriate decisions and behaviors from all members of the Government.
 - b. Members should insist that regular, complete, accurate and user-friendly financial reports are made available to the Members.
 - c. Members should insist on regular, open and complete communications from the Government on all key matters that affect them.

THE ROLES AND RESPONSIBILITIES OF THE CHIEF & COUNCIL IN ASSURING GOOD GOVERNMENT

The Mission of Chief and Council is:

- To provide Good Government, consistent with the Vision and Principles of Good Government established by the People.

THE ROLES AND RESPONSIBILITIES OF CHIEF AND COUNCIL ARE:

1. To assure there is a clear and responsible direction from the Government.

The Chief and Council fulfill this responsibility by:

- a. Listening to the needs and concerns of the People, and by providing secure and open mechanisms for the People to make their views known.
 - Providing a special avenue to seek the wisdom of the Elders, and asking for their input on all major issues, before decisions are taken.
 - Making a special effort to consult regularly with the Youth, on key matters.
 - Establishing open consultation sessions with the People, before making major decisions.
 - b. By setting forth a Vision and long term objectives that clearly represent the expectations of the People, to guide all planning and decision making.
 - c. By establishing clear priorities, so that the most important issues and concerns will receive the attention and resources they deserve.
 - d. By establishing action plans to address each major priority, and monitoring regularly to assure satisfactory progress towards these goals.
2. To provide the best possible programs and services to meet the priority needs of the

- People.
- a. Ensuring there are the necessary people and resources to deliver these programs and services.
3. To assure that the Government is fair, honest and effective.
 - a. Ensuring that all decisions are fair and effective based on the merits of the situation and based on applicable policies and procedures.
 - b. Ensuring there are fair and effective policies and procedures in place to guide decision making in personnel and financial matters, and for each program.
 - c. Ensuring these policies and programs are respected on a consistent basis and monitoring all other entities of Government to ensure their respect for policies and procedures.
 - d. Providing prompt, fair grievance procedures for Members to address any concerns.
 - e. Ensuring that any institutions established by the Government to make decisions function at “arms length” from the political process and personalities, and that they are independent of political interference.
 - f. Respecting the Conflict of Interest Policy in all decisions.
 4. To assure there are adequate resources, and that these are properly and responsibly managed.
 - a. Actively seeking the necessary funds to maintain the priority programs and services, and to initiate new projects.
 - b. Ensuring that any funding criteria are properly respected, so as not to jeopardize the funds.
 - c. Ensuring there are financial administration policies and procedures in place to foster fair, effective and responsible management of all funds entrusted to the Government, for the People, including funds used to conduct the business of Council.
 - d. Making regular, complete, accurate, user-friendly reports to the People on the management of the funds entrusted to the Government.
 5. To promote unity within the Council, and within the Community.
 - a. Conducting Government in a fair manner, consistent with policies and procedures, making decisions for the good of the whole Community.
 - b. Voicing opinions in Council meetings in an open, respectful, constructive and complete manner.
 - c. Respecting and supporting the decisions of Chief and Council, even where these may not be consistent with personal views.
 - d. Dealing with diversity of opinion in a fair and respectful manner, using the procedures established for these purposes.
 - e. Participating in community events.
 - f. Residing in the Community, and being available for our Members.
 6. To conduct themselves as role models, and represent the best interests of the Cree Nation of Wemindji in all internal and external dealings.
 - a. Conducting themselves consistent with the Council’s Code of Ethics and Conduct at all times when representing the Government.
 - b. Being available to Members.
 - c. Showing active support by being present as participants in community events.
 - d. Representing the best interests of the Community in Cree and non-Cree regional forums, and fulfilling our obligations to any commitments we make in these forums.
 - e. Respecting the jurisdictions and mandates of any regional forum in which we participate.
 - f. Being knowledgeable and respectful of all applicable Laws, Agreements, Codes, Regulations, e.g. the Cree Naskapi Act and the James Bay Agreement, which impact on our Government and lives in Wemindji.

- g. Maintaining a healthy and exemplary personal life style.

NOTE: The Council's Code of Ethics and Conduct has not been finalized. However, it has been suggested that it will include specific requirements with regard to the following types of mandatory standards of behavior.

- Honesty
- Fairness
- Trust, reliability
- Responsible
- Respect, courteous, politeness
- Professionalism
- Humility, a willingness to serve
- Availability and accessibility
- Confidentiality
- Sobriety and freedom from substance dependence
- Conflict of interest
- Role modeling

THE ROLES AND RESPONSIBILITIES OF THE ADMINISTRATION IN ASSURING GOOD GOVERNMENT

The Mission of the Administration is:

- To provide the best possible programs and services, consistent with the mandates, policies, funding and budgets approved by Chief and Council.

THE ROLES AND RESPONSIBILITIES OF THE ADMINISTRATION ARE:

1. To deliver the best possible services and programs for the Members, consistent with the policies, work plans and budgets approved by the Chief and Council.

The members of the Administration Team fulfill this responsibility by:

- a. Serving the members consistent with the (new) Commitment to Service Statement/Policy of the Cree Nation of Wemindji;
 - b. Respecting the Management Philosophy and the Code of Ethics and Conduct for Administrative Personnel;
 - c. Regularly evaluating the effectiveness and delivery of their programs by consulting with the program beneficiaries, and reporting the findings and recommendations to Chief and Council.
 - d. Participating in the annual planning process and recommending appropriate improvements to the programs and services, as required;
 - e. Making regular reports to Chief and Council regarding the delivery of the programs and services;
 - f. Hiring capable people to perform the tasks, and keeping them trained.
2. To manage the funds entrusted to the Administration in a fully responsible, accountable and efficient manner.
 - a. Contributing their best thinking to the budget planning process;
 - b. Administering the programs and services consistent with the approved budgets;
 - c. Consistently following the Financial Policies and Procedures approved by Chief and Council;

- d. Making regular financial reports to the Chief and Council.
- 3. To provide quality services to support the work of the Chief and Council.
 - a. Assuring that Chief and Council, and designated Committees and Boards of Council, have all of the documentation required to conduct business in an effective manner;
 - b. Helping to organize and coordinate meeting arrangements for Chief and Council, or their designated Committees and Boards, as well as preparing and distributing the minutes and executing other required follow-up;
 - c. Helping to organize and co-ordinate travel arrangements for Chief and Council;
 - d. Conducting, or coordinating, special research requirements on behalf of Chief and Council;
 - e. Managing special projects mandated by Chief and Council.
- 4. To conduct themselves as role models, and represent the best interests of the Cree Nation of Wemindji in all internal and external dealings.
 - a. Conducting themselves consistent with the Administration's Code of Ethics and Conduct, and the Organizational Policies (Member Services, Personnel, and Financial) at all times when representing the Government.
 - b. Ensuring all actions and commitments involving external agencies are taken consistent with clear direction from Chief and Council.
 - c. Showing active support by being present as participants in community events.