



**March 29, 2021**  
**ONS *NEW* Custom Governance Code Working Group:**  
**Community Update**

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We want to report that we are moving forward quickly with our *NEW* Governance Code Working Group, and look forward to announcing the names of those who have been selected to work on this important initiative.

We will hold open applications for another two (2) week until April 15, 2012 as one of our members, Desiree Jacko, has created significant confusion about the New Governance Code initiative by circulating sections of a *Draft Governance Code* to ONS members electronically, through a Survey Monkey, for feedback.

**Please be aware, Desiree Jacko is NOT part of the *NEW* Governance Code Working Group.** Ms. Jacko has cut and pasted sections of *her choice* from the draft that the previous Working Group had developed, and *omitted* essential sections of the previous Working Group's draft that she personally disagrees with. That is not how you build a leadership selection code that is fair and transparent. Her approach is to clearly push her own agenda, not the wishes of our ONS community members.

**To be clear, no community ratification vote will be conducted, based on Ms. Jacko's Survey Monkey results.**

We again encourage ALL ONS COMMUNITY MEMBERS to reach out to participate in the *legitimate* *NEW* Custom Governance Code Working Group, for which you will be paid and provided proper supports and knowledge of what has been discussed and debated to date. This *NEW* process is explained below:

**Purpose**

We are moving forward with a *NEW* Working Group to complete an *ONS Custom Governance Code*. The purpose of the Custom Governance Code is to help our community plan for the orderly selection and transition of ONS leaders. Over the past year, we have learned much from our community on a *Custom Governance Code*. The previous Working Group reached out to our whole community, asking for input on a series of questions, through a Survey Monkey. That was not the end of our consultation with our community - it was only the beginning. The *NEW* Working Group will involve a larger more diverse number of our community members. The *NEW* Working Group will meet as a group and will advise on and complete a *Custom Governance Code*.

**Role**

The *NEW* Working Group will have an assigned external Facilitator and an assigned Administrator from People First - a large national HR firm that has the skill set to facilitate and provide the necessary support serves for a project of this magnitude. They have worked with



ONS for years and assisted in a broad range of services such as the development of our HR Policy Manual, interviews and other employment related matters. They know our community.

People First will be responsible for managing meetings, delivering documents for consideration, posting relevant materials on the ONS Website and ONS Facebook Page, for everyone's review, and will keep minutes of the meetings. Working Group individuals will have access to administration resources to assist them in carrying out their functions. Working Group individuals will need to be available to meet two times (2X) a week, through Zoom. We are seeking input from members who are interested in working respectfully together for the benefit of all - now and into the future. We are seeking 10 ONS members to start, so that a broad number of ideas and perspectives can be gathered.

### **Term**

The NEW Working Group will be in effect until such time as the *Custom Governance Code* is developed. We believe, based on the fact that much has been done to date, the process can be completed in six (6) months.

### **Compensation**

Each Individual appointed to the Working Group will be paid for their contract work at an hourly flat rate of \$20.00, inclusive of all statutory amounts owing. Individuals will fill out and submit ONS time sheets (to be provided), reflecting their time worked. Each individual appointed to the Working Group will be entitled to reasonable travel expenses, at band rates, and on completion of a Travel Claim form, in advance of travel if it is required. However, it is expected that most meetings will be held by Zoom.

***Please send your name, address and contact information, and a brief statement as to why you would be a good addition to the Working Group, to: Nicole Mader, HR Consultant at People First HR Services NMader@peoplefirsthr.com if you are interested in participating in this historic project. The Application process will be open until April 15, 2021.***

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**Chief Edward Machimity**

**Headman Eileen Keesic**

**Headman John Sapay**