

Introduction: The Problem

From Chief Keeter's point of view, one of the biggest challenges with Indigenous people as a whole is that they are not healed and well. That has nothing to do with them being weak. A lesser people would have folded and crumbled a long time ago because of the genocide, residential schooling, the breaking down of families, the breaking down of language, the breaking down of culture, and the trauma caused by hundreds of years of occupation.

Indigenous people are very strong and have endured, but now gossip, apathy, and really unhealthy behaviour patterns run rampant in many communities. Chief Keeter feels that it's very important to make the people strong again. Bringing back the language and culture is the key to have people healed and well. If people are not healed and well, the community is doomed from the start.

Until recently, your staff used to move as a team working for the same purpose, which is the betterment of the First Nation. Since then, the First Nation has lost its momentum in moving forward as a team.

The largest challenge is these little pockets of dissention from power groups that have a negative influence over other people in the community.

Another big problem is that no one is asking for help - especially from the person who can actually address the issue. Often staff are not even coming to their direct supervisor with their concerns. Instead, you are hearing second and third hand that there are issues. You end up hearing from people who are receiving services from the community that "THIS person is not happy" or "THIS person has talked about some work going on in the community in a negative light." This paints the whole operation as a negative place to be, when it is actually one of the best places to ever be.

Then when you have to talk to an employee about respecting one another and the employee shoots back "Show me where it says that in the policy" – you know there's a huge hurdle ahead of you. Respect is missing and it needs to be an integral part of the staff's work ethic for people to start working together.

These pockets of dissention have created a tainted attitude to spread throughout the band. Now you're seeing areas of bullying and negative attitudes about supervisors. More specifically, you're not getting cooperation from the workers to adhere to the new supervisor in the Public Works Garage.

This stems from a situation with the Public Works Garage supervisor that was removed from the position. Since then, he has been a lead in a lot of the dissention that is taking place within the community. Not only does it seem like he punishing the operation, but is also trying to make a play for a position of power.

Over the last year, since the change in supervisors, staff are having a greater challenge to do the simple things. Supervisors are spending a lot more time addressing nonsensical issues as opposed to working to get projects done. There has been a huge downturn – not only in the ability of the people in the Public Works Garage department, but also some dissention throughout the rest of the First Nation when certain workers are in different departments themselves.

There has all been a lot of double talk and second talk – whispers in people’s ears – about facets of the operation. These off the cuff comments are not at all productive and they are certainly not based in any type of solution based approach. That dynamic is beginning to reach out to people who live in the community, who are receiving services in the community, and who have no business to be involved in that dynamic.

Breakdown of How The Program is Run

We will be delivering a 4 week self-sustaining program that will continue to get lasting results that begin after we leave the community. Our programs are based upon the foundational belief that the answer to people’s challenges lies within the people themselves. Scott is known to be a catalyst for people to rediscover their own strength, and use the tools they have to lead happier, healthier, and more productive lives.

We leverage the power, which already exists within in the people in your community, to create a new sense of happiness, health and productivity.

The process begins with Scott visiting your community one week before the delivery of the program. He will strategically meet key members of the community and staff individually and in groups. He will provide some coaching and training during this week in the form of one-on-one and group sit-downs with staff to find out what’s important to them.

After a week of working with individuals and different teams, Scott will bring all of the staff together and begin to co-create a 4 week team-based community program that builds upon the strengths that exist within the people. This program helps people help others (and themselves) achieve whatever is important to them both in their personal and professional lives.

The participants could be making daily and/or weekly commitments and build new habits based on whatever is most important to them. For example, participants who have a vision of bringing their native language to their children and community might choose to create a new daily commitment to dedicate some time to learn or teach their language.

The commitments participant will make in the 4 week program are geared towards creating more happiness and health for themselves and to help them get results in areas of their life that are personally important to them.

Profound results begin to happen during the 4 weeks after we leave, while we continue to support the participants of the 4 week program in whatever way they need support.

Ultimately, we create an environment where the people's happiness and well-being is so nurtured and supported, where they are listened to and heard, so that when they go to work, they feel that's the happiest and healthiest place in their entire life. Then when staff members hear negativity in the community, they won't engage, because they're so grateful to have this sanctuary.

Because the focus is on solutions and not the problem you'll notice a drastic reduction in gossiping, workplace bullying, blaming, complaining, and power struggles. We cause these results by NOT attacking people or problems. Instead, we are there to listen, understand, and support each individual to create habits over a 4 week period of time, which will cause them to enjoy more happiness, energy, self-esteem, and look forward to coming to work more often. This happens to everyone who chooses to be a part of the 4 week program.

It's not a program about fixing broken people. It IS about empowering people to be able to achieve what's important to them. It's NOT about compromising happiness and health for results. It IS about creating a WIN-WIN-WIN for everybody.

Depending on what support is required by your staff throughout the entire 4 week program, we can have ongoing phone coaching for the 4 weeks, weekly customized video training to support participants with challenges based on the dynamics of the group, create a community page on Facebook as an open forum for participants to tell us their challenges and get video messages and updates, open email communication to support participants. We will create an accountability system to support participants in habits they want to build, break, or reduce. What's more is that, we set up meeting structures which will be customized to build that sense of community and team.

I've included our 4 week program manual that is customized for your community. Inside, you'll get the spirit and methodology of our programs and why our programs are accepting and all inclusive to ALL people. To sum up the spirit of our work, we believe you cannot manipulate, control, or convince anyone to do anything that they don't want to in their heart. Our approach is unique. We focus on only finding out what's important to each individual and having them do what they want to do because the truth, strength, and power lies within them.

Although Scott is a management consultant, he has roots working with people suffering from addictions and ALL kinds of destructive behaviours. His corporate training programs have helped people with all types of addiction such as gossiping complaining, blaming, and negativity.

Although Scott's aren't addiction related and are staff training and corporate training, his expertise in addictions come into play as many people in your community have unconventional addictions such as blaming, gossiping, complaining, and whatever behaviours. You could almost say they have addictive behaviours! Because Scott has an incredible ability to cause breakthrough results in people with the most impossible habits people call addictions, I thought it would be appropriate to share some testimonies from experts who talk about his methodology, and approach as well as the results he produces.

"Inclusivity, generosity, acceptance and non-judgment characterize Scott Gallagher's approach...One does not have to agree with everything he states or advocates—indeed, he makes no demand that we do!—to recognize the value of his method, which is to empower [people], no matter what age, with the choice and possibility of transforming negative compulsions into positive commitments."

- Dr. Gabor Mate author of *In The Realm of Hungry Ghosts: Close Encounters With Addiction*

"In a field where many are rehashing old ideas with little innovation, Scott Gallagher is encouraging us, with an unusual passion, to grow in our understanding and awareness of what motivates us to engage in unwanted behaviors or habits. He does so in a manner that empowers people and guides them to changing behaviors they really never believed they could."

- Dr. Lee Jampolsky, author of *How to Say Yes, When Your Body Says No*

Summary of The Problem & The Program Breakdown

The Problem:

- Gossip, apathy, “crabs in the bucket” mentality, and unhealthy behaviour patterns run rampant in many First Nation communities – there is a lot of healing to be done.
- Chapleau Cree First Nation has lost the momentum it once had in moving forward as a team.
- Staff are not asking for help from the person who can actually address the issue. Instead, supervisors are hearing second and third hand that there are issues.
- Respect is missing and certain staff do not feel they need to be respectful to one another.
- Pockets of dissension from little power groups have caused a tainted attitude to spread to people in the community who are being served by the First Nation.
- There are areas of bullying, negative attitudes and a lack of cooperation from the workers towards the new supervisor in the Public Works Garage.
- Staff are having a greater challenge to do the simple things. Supervisors are spending a lot more time addressing nonsensical issues as opposed to working to get projects done.

Breakdown of How The Program is Run:

- We will be delivering a 4 week self-sustaining program that will cause lasting results that begin after we leave the community.
- The process begins with Scott visiting your community one week before the creation of the 4 week program.
- Scott will strategically meet key staff members, the chief and council, and members of the community individually and in groups. He will provide coaching and training during this week in the form of one-on-one and group sit-downs to find out what’s important to each individual, how to improve their roles, and relationships in the community.
- After one week of working with individuals and different teams, Scott will bring all of the participants together to co-create a 4 week team-based community program that builds upon the strengths that already exists within them.
- Participants will make daily and/or weekly commitments and build new habits geared towards helping them get results in areas of their life that are personally and professionally important to them.
- Throughout the entire 4 week program depending on what support is required by your staff, we provide:
 - Ongoing phone coaching for the 4 weeks after we leave the community
 - Weekly customized video training to support participants with challenges
 - A community page online (i.e. Facebook) as an open forum for participants to tell us their challenges and get video messages and updates
 - Open email communication to support participants
 - An online accountability system to support participants in habits they want to build, break, or reduce
 - Customized meeting structures to build that sense of community and team
 - Our 4 week program manual that is customized for your community
- You’ll notice a drastic reduction in gossiping, workplace bullying, blaming, complaining, and power struggles. Staff will begin to enjoy more happiness, energy, self-esteem, and look forward to coming to work more often.
- Ultimately, we create a work environment where the people’s happiness and well-being is nurtured and supported, that they feel that’s the happiest and healthiest place in their entire life.

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DATE: APRIL 20, 2015 - **INVOICE # 106**
TO: Brian Edwards
 Chapleau Cree First Nation
 P.O. BOX 400
 Chapleau, ON
 POM 1K0

DESCRIPTION	AMOUNT
Consulting fees for Scott Gallagher resulting in a customized 4 Week Self-Sustaining program, which will include addressing roles, relationships, responsibilities of Chief & Council, Band Administration and members of the First Nation.	
Day 1 - May 6 th , 2015	\$10,000
Day 2 - May 7 th , 2015	\$5,000
Day 3 - May 8 th , 2015	\$5,000
Day 4 - May 11 th , 2015	\$5,000
Day 5 - May 12 th , 2015	\$5,000
The 4 Week Self-Sustaining Program includes:	
<ul style="list-style-type: none"> • Ongoing phone coaching and training for 4 weeks • Weekly customized video training and coaching addressing roles, relationships, and responsibilities of community members, Band Administration and Chief & Council • Community page on Facebook as an open forum for program participants • Team accountability system for participants • Open email communication for ongoing support for participants • Program manuals for each participant of the 4 week program 	\$21,000
Subtotal	\$51,000
Sponsorship Given by Scott Gallagher	- \$30,000
Total Fee For Services	\$21,000
Travel & Accommodation expenses for 2 facilitators (Scott Gallagher and Michael Mekhail) to be reimbursed as expenses are incurred until May 12st, 2015.	T.B.D.
HST	EXEMPT
Engagement Retainer Fee of 33% due upon receipt to secure the dates above	\$7,000
Engagement Fee Due Upon Arrival, Postdated For May 12th, 2015	\$7,000
Engagement Fee Due Upon Arrival, Postdated for June 9th, 2015	\$7,000
Please make cheques payable to SET THEM FREE . Cindy Harris Finance Admin. will call to make payment arrangements for retainer fee of \$7,000. Cindy Harris – Email: miigwetch@setthemfree.tv Phone: 647-278-7771. Upon arrival please produce 2 cheques: 1 postdated for one week after the day of facilitators' arrival (May 6 th , 2015), and 1 postdated for four weeks after facilitators leave (June 9 th , 2015).	