

The Land Between

The following document is a guide to the Principles, Policies and Practices of The Land Between Council.

Principles

Principles for TLB are aligned with International Organization on Governance principles of Good Governance and with Indigenous Traditional Values.

1. Respect

Respect is an understanding and appreciation that all life is sacred. It constitutes recognition of the interrelationship and interdependence of all living things and individuals. Respect acknowledges our role within this web and that what we do to others we do to ourselves. Respect involves the sharing of personal gifts and is the foundation of openness, resulting in genuine communication and a culture of peace.

2. Honesty

Honesty involves being true to oneself and to others. Honesty takes courage as it allows for vulnerability and creates transparency. It is the knowledge that what is shared has integrity. Honesty cultivates trust and is at the root of all successful relationships.

3. Diversity

Diversity embraces differences in a safe and nurturing environment, recognizing that strength and durability are drawn from multiplicity. Diversity encompasses acceptance and respect. It recognizes that each individual is unique. Diversity includes the under-privileged and under-represented.

4. Equality

All individuals have equal rights and equal status and are treated with the same measure of respect. Equality recognizes that each individual has a responsibility to exercise their rights and to respect the rights of others. Equality is demonstrated through a balance of power, direct democracy and decisions made by consensus.

5. Voice

People have a right to different beliefs or practices as long as they do not infringe on the rights of others to their beliefs and practices. Voice is individually owned and managed and does not represent or take on the views of others, therefore requiring integrity and bravery to exercise.

6. Loyalty and Appropriateness

Individuals think and act in the best interest of the organization reflecting the collaborative effort, and place the greater common good in front of personal gain and interest. Loyalty does not compromise or risk the greater good and recognizes that truth and honesty must prevail.

7. Humility

Humility recognizes that wisdom is aided by reflection and plurality; and that no one person or perspective is absolute. Humility facilitates the examination of feelings, thoughts, motives and ideas towards adaptation, adjustment, appropriate actions, and the achievement of higher standards.

Policies

Policies for The Land Between Council have been chosen and developed proactively from visioning sessions, and in reaction to experiences in order to strengthen and assure adherence to the principles of the Council and to maintain an effective and transparent corporate culture and operations. Conduct that is counter to the Principles and Policies of the Council may be grounds for removal and which process is outlined in the organization's bylaws.

1. First Nations Constitution

The goal of the Council is to honor the original Treaties of Eastern Canada encompassed in Wampum belts of the East, in the British North America Act, and therefore in the Constitution of Canada, and therefore to share the responsibility for land and resource stewardship equally between Settlers and First Nations. The organization also recognizes the inherent and significant role and value of Traditional Knowledge in land and resource management. Therefore the Council aims to have at least 50% First Nation representation on Council.

2. Circle Meetings

The Circle focuses on directives and governance for the advancement of The Land Between region and organization holistically. The Circle is an absolute and animate construct that is whole and not defined by its parts and therefore the Circle is not a construct to teach or discipline individuals. Therefore the Circle does not tolerate individual behaviors that counter the principles of the Council, such as personal attacks, self-interest, or antagonistic behavior.

3. Arms-Length

The Circle operates at arm's length from one another and although within small communities and First Nations relationships may often be familial, immediate and singular distance family members are considered within arm's length for this policy.

4. Conflict Resolution and In-Camera/In-Circle Communications

All issues of conflicts or misunderstanding, and any exacerbating issues that arise or have arisen are revealed, discussed, and resolved in-Camera/in-Circle; therefore back-benching or behind the scenes person-to-person communications related to Circle decisions and/or issues is strongly opposed.

5. Council role

The Council is formed for the overarching direction and governance of the organization and not for day to day operations and administration. The Council therefore does not interfere with day to day operations and does not overstep the role of the Chief Managing Officer. The Council offers guidance, provides reviews, and approvals for overarching directions and assets of the organization. The Council is entirely on equal footing, without hierarchy and therefore there will not be any committees of the Council. Council members are not spokespersons for the organization and do not independently represent the organization in any capacity except to raise awareness of the goals of the organization, and therefore to provide approved and general communications. Council members are from diverse backgrounds and areas, and therefore are essential in providing perspectives, ideas, and presenting opportunities to the management of the organization.

6. Conflict of Duty and Interest

Any individual that may receive benefit directly, through familial relationships, or through business dealings including through the gains to their respective organizations albeit not-for-profit, and therefore in capacity and operations, must declare conflict of interest and/or duty in dealings that may provide these benefits, and will abstain from discussions or decisions related to those benefits.

7. Honouring Relationships

The trust, reputation, and relationships held by the organization will not be used for gain or any purposes beyond those specified in approved directives and operations and where full transparency to all parties has been provided.

8. Respecting First Nations Traditional Knowledge and Knowledge Holders

No member of the Council and the Council/organization as a whole may speak on behalf of First Nations, but must seek proper authorities and Knowledge Holders to provide such representation where necessary, and/or seek permissions which permission will be held in writing.

9. Operations Evaluation

The Council will provide annual and/or as needed evaluations of effectiveness of the organization and related analyses and related review of Chief Managing Officer performance according to the accepted standards and guidelines of good governance and against performance goals; and where necessary provide constructive criticism and solutions towards any improvements. Performance goals are to be set annually in consultation with the CMO. The Council is responsible for overseeing the function of the Chief Managing Officer directly.

10. Fees for Service, Consultation and Delegation selection

The CMO will seek at least three bids on tenders for any discrete contracts valued greater than \$5000.00. Preference to local contractors or service providers is on the understanding that the organization supports local economic development. It is understood herein that larger whole contracts may not be broken down into smaller individual settlements in order to fall within this caveat.

11. Fundraising, Sponsorship and Investment

As the organization seeks financial support through private foundations, sponsorships or other investments or arrangements, only those organizations with appropriate ecological and social reputations and standing will be accepted based on Council review.

12. Strategic Alliances/Partnerships

The organization pursues partnerships, joint-ventures, social-enterprises and other collaborative alliances in an understanding that these arrangements may reduce duplication of efforts, increase efficiencies, and strengthen pursuits, skills, and results. The organization will seek to partner with groups where the risk to reputation and capacity is low such that the partner and arrangements are transparent, trustworthy, capable and trusted to complete the scope of work within the timeframe, and where the relationship is reciprocal and mutually beneficial.

13. Training and Development

The organization will seek opportunities for training and development of both staff and council members where appropriate and feasible.

14. Knowledge, data and asset sharing

Some information and data may fall within sensitive or confidential categories and therefore use, distribution, editing, or sharing will be restricted and monitored accordingly. For sensitive contact information, a privacy policy will be followed and provided to website visitors and other users.

Information or data collected by the organization directly will be shared through data-sharing agreements which stipulate use terms and restrictions as well as copyright privileges.

Sharing of information or data collected in partnership with another organization will be provided to third parties under terms that are mutually agreeable between original partners and which respect copyright privileges and sensitives.

The organization holds data sharing agreements with governments and agencies and where data may be sensitive or confidential and therefore does not share or transmit any portion or whole of this data without specific permissions.

15. Compensations

The organization may from time to time provide presentations, input, review, data, knowledge or other services and contributions to third parties including NGO and government partners. While the organization recognizes the benefits in cooperation and contributions towards increased awareness and stewardship, the organization will not be out-of-pocket for such contributions. Compensation for these contributions will therefore be sought in the form of honorariums, mileage and travel costs, meal allowances, or fees for service.