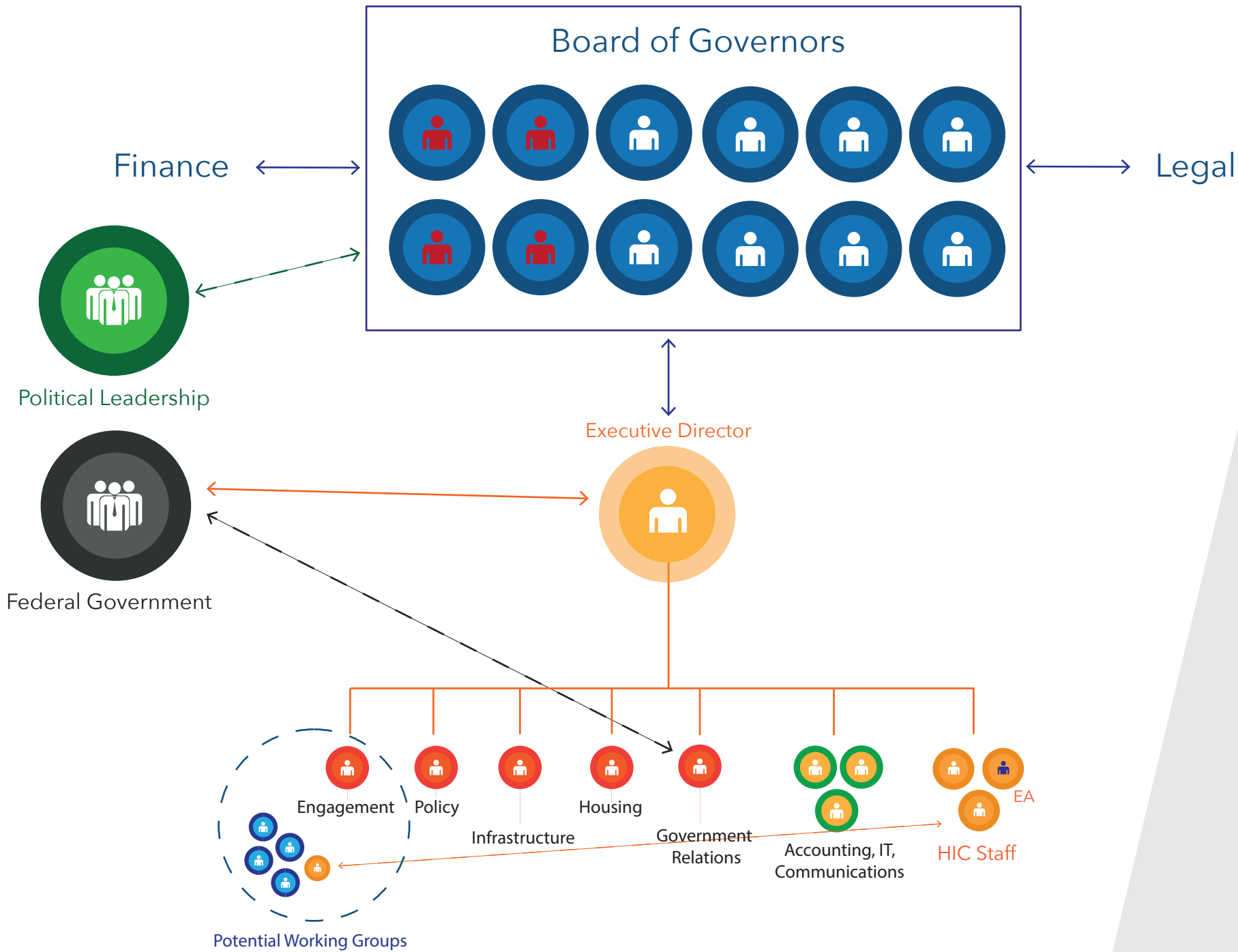


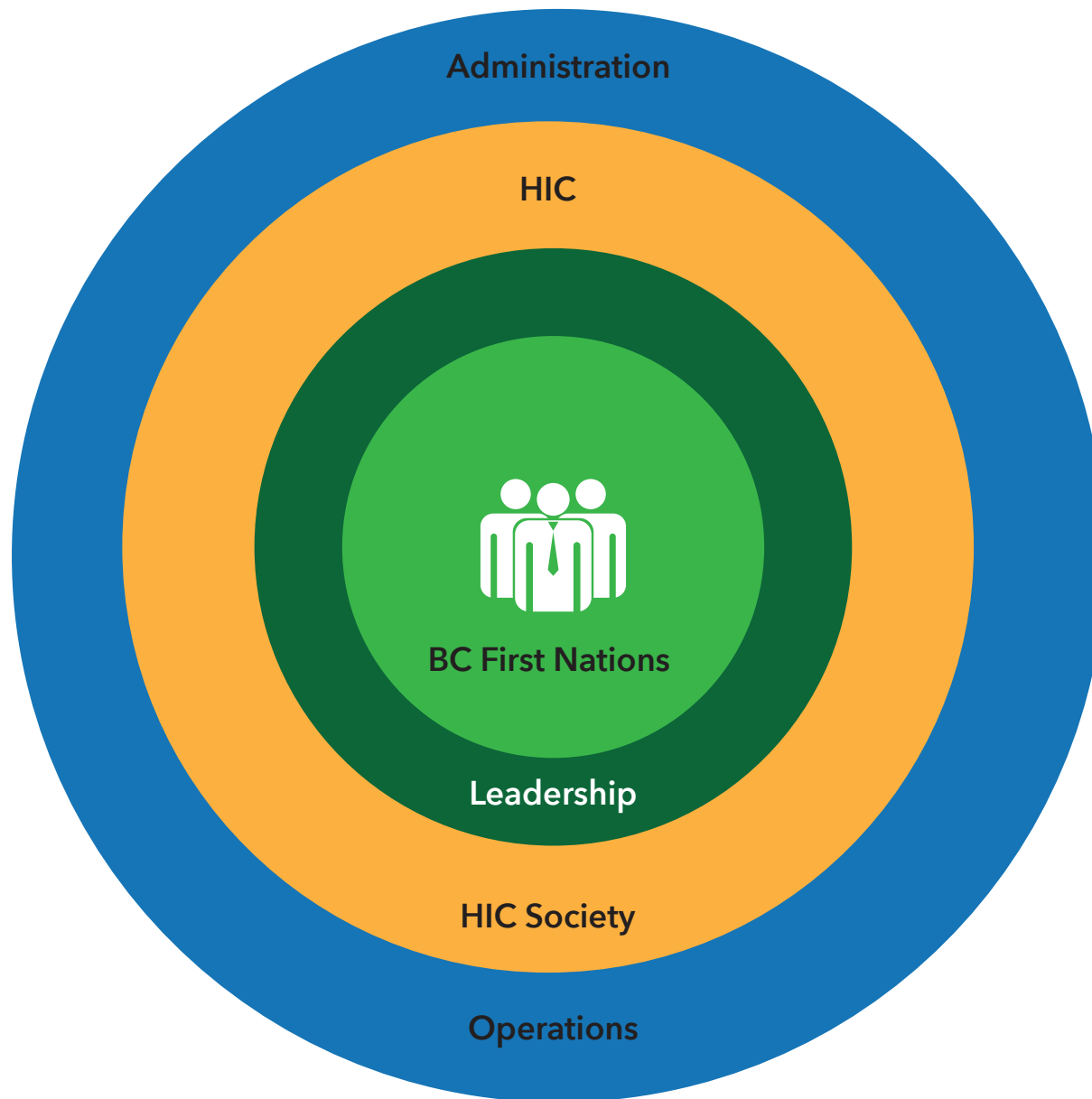
# OPTION 1 Existing Structure

1. Current HIC Model evolved as the HIC was created and as it grew.
2. The Corporate Management Society operates as a separate entity, with financial oversight responsibilities.  
  
HIC operates as a separate entity, with all other responsibilities.
3. The Executive Director oversees the work of the HIC (e.g. manages finance, personnel, implementation, and ensures compliance with existing policy).
4. The HIC Council Members are paid professional fees. They report to the ED if they carry an official role (e.g. Chair of a Committee).
5. Standing Committees and G2G are chaired by HIC, and comprise members from HIC and the general public.

# OPTION 2 Proposed Structure



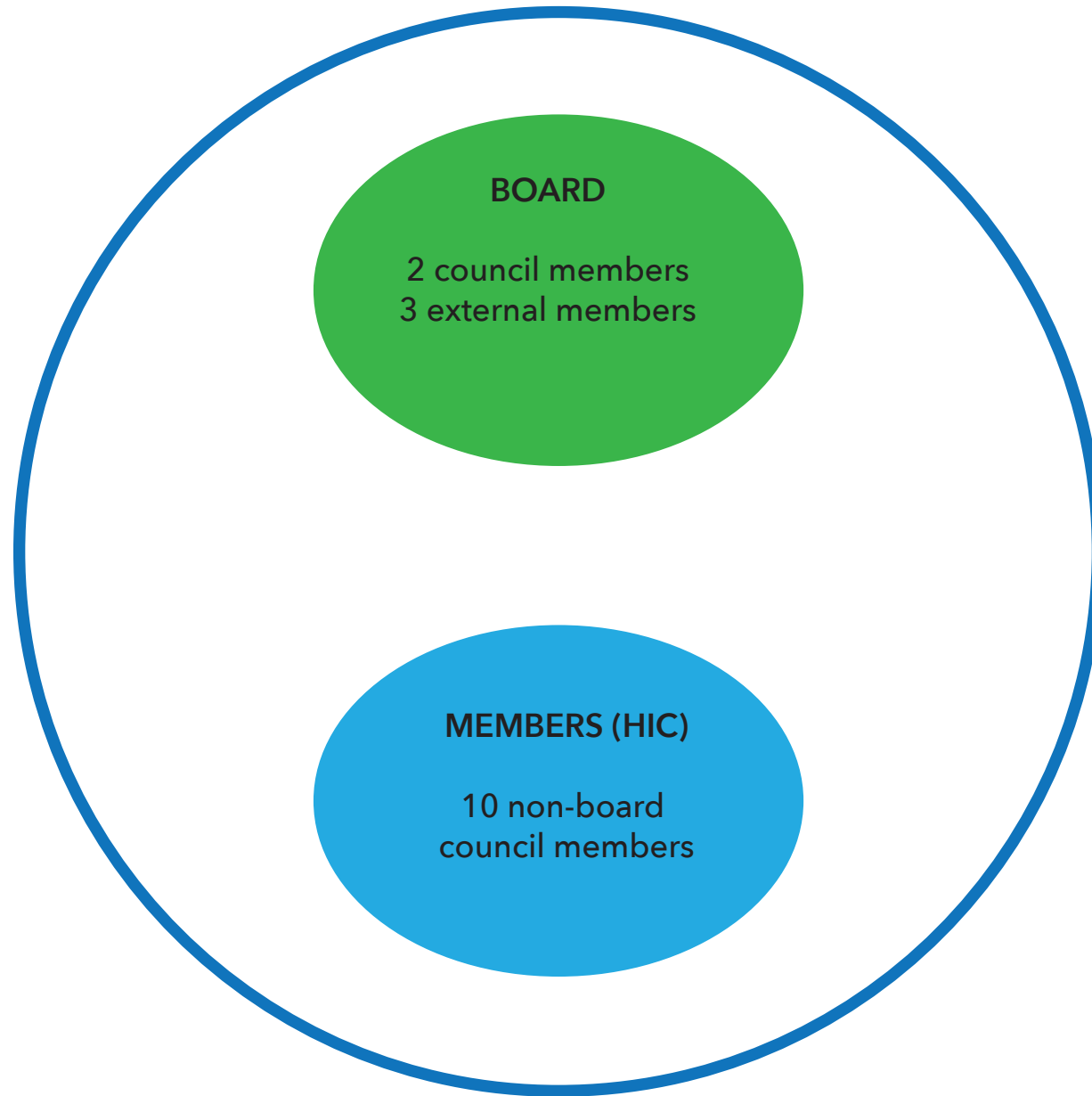
1. Proposed HIC Model based on:
  - bringing the HIC and Society members under one BoG. The BoG will have its' own internal structure, e.g. Chair, etc.;
  - creating a separation between governance (e.g. BoG), and operations (e.g. staff); and,
  - compliance with Societies Act.
2. BoG provides governance oversight (e.g. strategic direction, final policy/budget approval).  
The Executive Director is responsible for operations (e.g. policy writing, research and implementation, developing budgets, human resources, admin).
3. The BoG manages itself, and the Executive Director is the only staff member of the BoG. The Executive Director is hired by the BoG, and manages operations.
4. There ceases to be the HIC and Society as separate entities. The BoG now includes members of the HIC and Society.
5. The BoG becomes a volunteer Board, and Board of Governors are not paid for outside work. They are paid honoraria for attendance at meetings only.



## Alternative Option A *discussed at* Meeting - Nov. 5, 2019

1. Based on discussions held at the November 5, 2019, in-camera HIC session.
2. Discussion included creation of two new operations positions
3. Discussion included the creation of internal and external Chiefs' roles

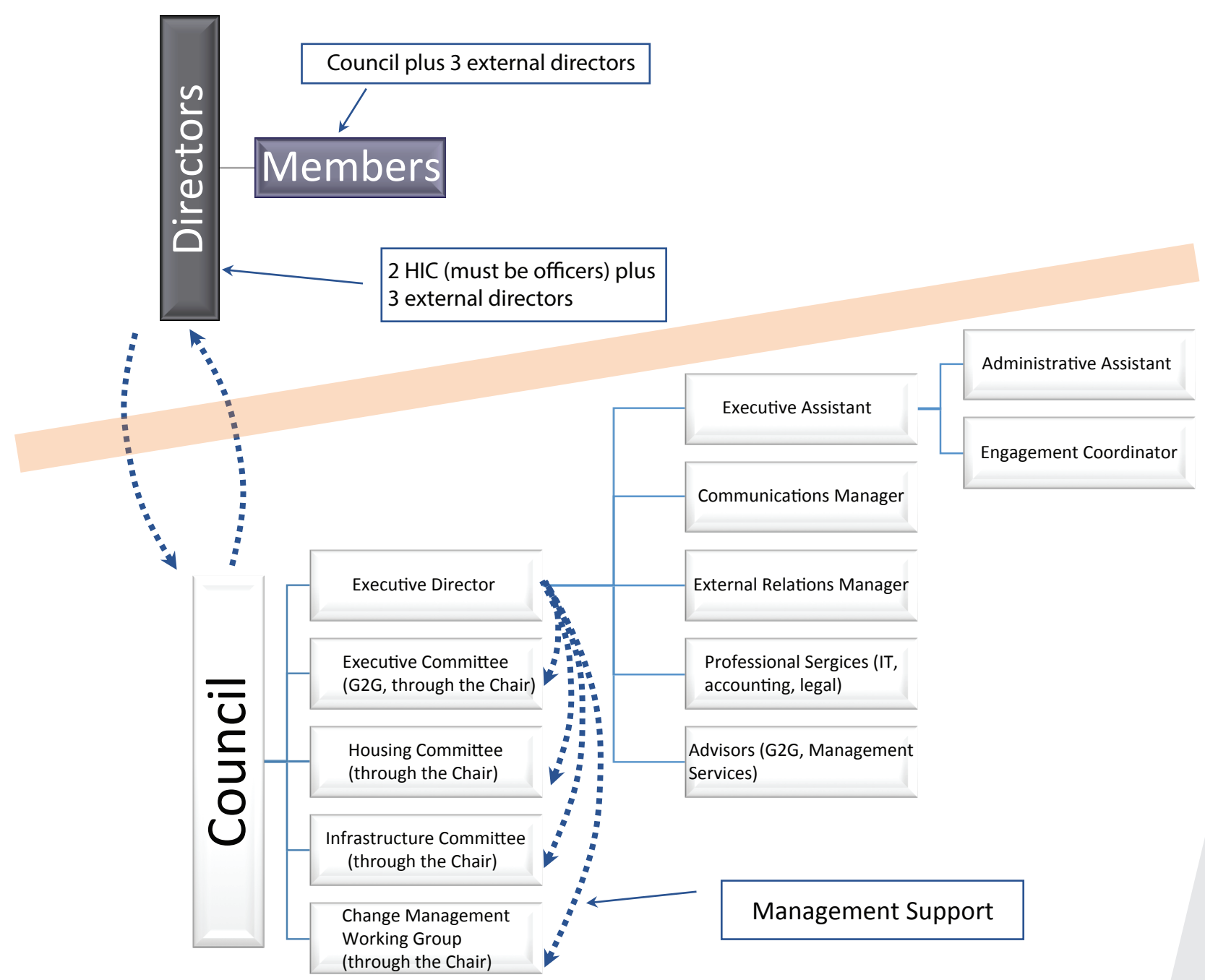
## FNHIC-BC Corporate Management Society



## Alternative Option B *discussed at* Society Meeting - Dec. 1, 2019

1. Based on discussions held at the Society meeting on December 1, 2019, with Society Directors only.
2. Discussion based on perceived existing structure.
3. Society is legal umbrella for HIC and includes the council
4. All corporate decisions made by the Society.
5. Society is the legal entity, and HIC is not the legal entity, but has the political mandate.
6. Based on the idea that the Society and HIC are two separate entities but legally they are one entity (the Society) with different parts.

# Alternative Option C presented to HIC Council - Sep, 2019



1. Prepared by then-Executive Director, Garry Merkel.
2. Discussion based on perceived existing structure.
3. Society provides corporate management services to support HIC's mandate and to the new housing & infrastructure authority until the authority is able to assume those responsibilities on its own.
4. HIC designs and implements a BC First Nation's controlled housing & infrastructure authority.