



WIIKWEMKOONG UNCEDED TERRITORY

Dibaajimo Mzanegan (Newsletter)

Administrative Update to Community Members and Residents

(Special Edition for the Annual Open House ~ July 16, 2025)

Organizational Structure, Salary, and Benefits Review

We are pleased to share an important update regarding our organizational structure.

In December of 2021, Band Council passed a motion directing the Employee Relations Coordinator, Director of Finance and the Acting Director of Operations to prepare a Request for Proposals (RFP) to seek competitive bids from potential consultants to undertake a review of Wiikwemkoong Unceded Territory's (WUT) Organizational Structure, Compensation Schedule (salary grid), and a Benefits Review.

Shelley Trudeau was the acting Director of Operations from December 2021 to early April 2022 and was hired for the role full-time in April 2022 following the job recruitment process.

Mrs. Trudeau and the Director of Finance drafted the RFP over the next few weeks and released the RFP on January 7, 2022. 4 proposals were received; the successful proponent was StrategyCorp. Over the next 16 months, StrategyCorp completed a comprehensive analysis of all of WUT's operations. In May of 2023, Council approved StrategyCorp's report and recommendations which included the addition of four (4) new director roles to address workload pressures across the organization, and to ensure adequate attention was directed to the operational, capital, and strategic objectives of WUT. Through this process, a new organizational chart was created and the Director of Operations, being the most senior administrative position of the organization, was re-titled to the Chief Executive Officer (CEO).

The next step for StrategyCorp was to review the salaries and benefits; this work continued through to July 2024. Council accepted StrategyCorp's recommended compensation schedule in August 2024.

Immediately following Council's approval of StrategyCorp's reports and recommendations, a recruitment campaign for the new directors began. After a few months of recruitment efforts, all director roles were filled.

Community Presentations

As an effort to keep our members informed of Wiikwemkoong's programs, services, supports, and ongoing and planned projects we will be hosting community updates on a regular basis, the first round of presentations will begin next month. All directors and the managers and supervisors within their sector will be presenting their program overview. The Chief Executive Officer will also be presenting updates at each session. There will be opportunity for Band members to ask questions.

This is your opportunity to get involved and learn about Wiikwemkoong's programs, services, supports, and projects.

Community Presentations Schedule

All sessions will be at the Wikwemikong Recreation Centre (Arena) and will be from 12 noon to 4 PM. Zoom will be available.

August 12, 2025 – Infrastructure
Director: Joanna Recollet

September 9, 2025 – Finance
Director: Martha Wabegijig

September 23, 2025 - Education
Director: Maureen Peltier

October 7, 2025 - Child and Family Services
Director: Anna McGregor

October 14, 2025 - Health Services
Director: Diane Jacko

Nov 12, 2025 – Lands, Natural Resources, and
Estates
Director: John Manitowabi

November 25, 2025 – Community Services
Director: Dustin Peltier

November 25, 2025 – Administrative Services
Director: Marcia Trudeau-Bomberry

New WUT Organizational Chart for Administrative Operations

