

## TESTIMONIALS

*"Andrew has helped us design and execute both personnel and finance policies.*

*He is a great facilitator in creating the tools to ensure accountability, capacity building, and efficiency in our Administration."*

– Lisa Montgomery-Reid, Band Manager  
Lower Similkameen Indian Band

*"I find Andrew to be very professional and productive. He is very knowledgeable of the Reserve system, especially in areas of governance."*

– Chief Roger Adolph, Xaxli'p Indian Band

*"Our Council had a lot of work to do when we first got elected. Andrew helped us get on the right track...I was especially impressed with Andrew's knowledge and understanding of labour relations."*

– Chief Darren Blaney, Homalco First Nation



## CONTACT INFORMATION

For more information on Policy Manual Consulting Services, as well as Training, Facilitating, and Restructuring Services, please contact Andrew at:

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**CUSTOMIZED  
POLICY MANUALS  
FOR FIRST NATIONS**

Andrew Leach & Associates  
FIRST NATIONS LEADERSHIP SUPPORT

## SIGNS THAT YOU MAY NEED SUPPORT:

- NO POLICIES
- VAGUE POLICIES
- HAVE POLICIES BUT ARE NOT USING THEM
- OUTDATED POLICIES
- INEFFICIENT USE OF RESOURCES
- POOR DECISION-MAKING

## WHAT WE CAN DO FOR YOU:

- PROVIDE YOU WITH OUR SAMPLE TEMPLATES, CREATED ESPECIALLY FOR FIRST NATION ENTITIES
- WORK WITH YOUR MANAGEMENT/LEADERSHIP TO UPDATE PRESENT POLICIES
- ASSESS YOUR POLICY NEEDS
- PROVIDE YOU WITH A FIXED COST QUOTE FOR ANY WORK THAT YOU MAY NEED

## TYPES OF POLICY MANUALS WE CREATE:

- HUMAN RESOURCES/PERSONNEL
- FINANCE
- COUNCIL/LEADERSHIP
- CONFLICT OF INTEREST
- DUAL ROLE: COUNCIL AND EMPLOYEE
- FIRST NATIONS ELECTIONS CODE
- BAND MEETINGS
- ECONOMIC DEVELOPMENT
- MAJOR/CAPITAL PURCHASES
- TRAVEL & HONORARIA

## ABOUT ANDREW LEACH & ASSOCIATES



Andrew Leach & Associates is a registered proprietorship that specializes in providing support to First Nations Leadership.

- Andrew has professionally consulted for over 150 First Nations across Canada and the United States.
- Andrew holds both Bachelors and Masters degrees in Business Administration (BBA, MBA)
- Andrew is a member of the St'at'imc Nation (British Columbia Interior, near Lillooet)

FOR MORE INFORMATION VISIT:  
[WWW.ANDREWLEACH.COM](http://WWW.ANDREWLEACH.COM)

