



**Michael Pealow, B.Com, Ec.D(F), PAED
Consulting & Facilitation for Social Innovation**

PO Box 2154, Haines Junction, YT Y0B 1L0 C: (867) 335-3350 E: consulting@michaelpealow.com

For over a decade, Michael has provided consulting services to First Nations, governments, not-for-profit organizations, and small businesses. Michael works with his clients to tackle issues as diverse as economic development, community development, decolonization, language and cultural revitalization, nation-building, social and market housing, sexualized violence, youth empowerment, and more.

Michael specializes in facilitation, planning, and negotiation support for northern communities and organizations. He serves his clients by helping them have the important and sometimes difficult conversations that need to be had. If you're grappling with the seemingly impossible, let him know. He may be able to help.

Services

- Facilitation
 - For complex problems/social innovation
 - For small and large groups, including conferences and multi-stakeholder events
 - For meetings where an independent Chairperson is required or preferred
- Planning
 - Strategic Planning
 - Strategic Community Economic Development Planning
- Research
 - Community-based Research and Analysis
 - Community Consultation and Engagement
 - Socio-Economic Impact Analysis
- Impact & Benefit Agreement Negotiations
- Workshops
 - Governance
 - Social Innovation
 - “Unsticking”
 - Economic Development
 - Introduction to Business/Business Basics
 - Creativity and Decision-making

Values & Principles

- My clients' needs and values come first. I will seek to understand those needs and values.
- I will teach and empower my clients so that they may help themselves.
- I believe in development not for the sake of development, but for the long-term benefit of my clients.



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Codes of Conduct

As an accredited member of the Economic Developers Association of Canada, I adhere to the Code of Ethics prescribed by the Association.

About Michael Pealow

Michael Pealow was exposed to the north, from Alaska to Nunavut, at an early age and fell in love with the north and its people.

Pursuing that love, he relocated to Fort Liard in the Northwest Territories in January 2002, employed as the Economic Development Officer for Fort Liard, Trout Lake, and Nahanni Butte. In that position, he worked closely with communities and entrepreneurs, and thoroughly enjoyed helping them become self-sufficient.

Relocating to Whitehorse in August 2005, he spent a short time as the Acting Senior Business Development Advisor – Renewable Resources for the Government of Yukon before previous clients asked him to contract his services to them. Pealow left Government of Yukon in June 2006 to establish a business and economic development consulting company. Since then, the company has grown, taking on a wider variety of facilitation and community development-related projects.

Past Projects

Facilitation and Public Engagement

- “Changing the Story to Upholding dignity and Justice: Yukon’s MMIWG2S+ Strategy” Technical Working Group, *Implementation Framework* (facilitation), 2021-2022 (in progress)
- Yukon Mineral Development Strategy, *Pre-Engagement, Engagement, and Process Facilitation*, 2020-2021
- Yukon Housing Corporation, *2021 Housing Summit*, 2021
- Yukon Government, Public Service Commission, *Senior Management Team Retreat*, 2021
- Youth Climate Change Panel, 2021
- Yukon Government, *Under the Big Tent – Positive Youth Development*, 2021
- Children First Society, *Designing Universal Childcare in the NWT*, 2021
- Yukon Government, Tourism and Culture, *Senior Management Team*, 2021
- Yukon Government, Department of Economic Development, *Staff Retreat*, 2021
- Yukon Government, Department of Economic Development, *Senior Management Team Retreat*, 2021
- Yukon University, Diversity and Inclusion in Business Support Services (co-facilitated with Math’ieya Alatini, Antoinette Greenoliph), 2021
- Yukon Government, Public Service Commission, Diversity and Inclusion Branch, *LGTBQ2S+ Employee Resource Group Focus Group*, 2021
- Yukon Workers’ Compensation Health and Safety Board, *Workplace Solutions Event*, 2021
- Village of Haines Junction, *Council Retreat*, 2021
- Village of Haines Junction, *Candidates’ Debate*, 2021



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- Yukon Contractors Association, *Yukon First Nations Procurement Policy*, 2021
- Yukon Government, *Climate Change, Energy, and Green Economy Strategy*, community engagement and facilitation of partner meetings, 2018-2020
- Yukon Government, *Representative Public Service Working Group*, 2020
- Yukon Environmental and Socio-Economic Assessment Board, *Quill Creek Timber Harvest Plan* (online public meeting facilitation), 2020
- Little Salmon/Carmacks First Nation, *Candidate's Debate* (moderator), 2020
- Yukon Government, Public Services Commission, Corporate Human Resources and Diversity Services, *Representative Public Service Plan*, 2018-2019
- Kwanlin Dun First Nation, Lands Policies, 2018-2019
- Kwanlin Dun First Nation, Capital Department, 2018-2019
- Champagne and Aishihik First Nations, *Da Ku Master Plan*, 2019
- Yukon Government, Department of Finance Management Team Facilitation, 2019
- Ta'an Kwäch'än Council, Community Concerns Meeting, 2019
- Yukon Forum, *Chapter 22*, 2018
- Yukon Forum, *Justice*, 2018
- Yukon First Nations Final Agreements Implementation Working Group, 2018
- Yukon Conservation Society, *The Solutions Economy*, 2018
- Yukon Government, Tourism and Culture, *Capacity Development and Training of First Nations Cultural Centres*, 2018
- Yukon Land Use Planning Council, *The Peel and Beyond*, 2018
- Yukon Quest, 2018
- Smart Cities Challenge *Affordable Housing Hackathon*, 2018
- Smart Cities Challenge Technical Advisory Group, 2018
- Arctic Council, Arctic EIA Project Facilitation, supporting lead facilitator, Barrett Horne, 2018
- Yukon Housing Corporation, supporting lead facilitator, John Glynn-Morris, 2018
- Ta'an Kwach'än Council, Unity Gathering breakout-group facilitator, 2018
- Council of Yukon First Nations – First Nations Education Council – FNEC Priorities, 2018
- Council of Yukon First Nations – Management Retreats, 2016-2017
- Champagne and Aishihik First Nation, Council/Staff Retreats, 2016-2017
- Association of Yukon Communities – Solid Waste Working Group, 2017
- Training Policy Committee – Funders' Forum, 2017
- First Nation of Na-cho Nyak Dun – Council Retreats, 2015-2016
- YESAA Forum on Sustainability, 2016
- Gwich'in Tribal Council – Strategic Plan Review, 2016
- Tourism Industry Association of the Yukon – Board Retreat Facilitation, 2016
- Music Yukon, 2015
- Yukon Film and Media Producers, 2015
- Northern Cultural Expressions Society, *AGM*, 2015
- Government of Yukon – Museums Roundtable, 2014
- Nacho Nyak Dun Development Corporation Shareholders' Meetings, 2014
- Yukon First Nations Self-Government Secretariat, *Economic Development Forum*, 2010
- Yukon First Nations Self-Government Secretariat, *First Nations Economic Development Trust*, 2010
- Champagne and Aishihik Community Corporation, 2009-2010
- Taku River Tlingit First Nation, *Taku Safari Elder's Retreat*, 2008



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Strategic Planning

- Yukon Government, Land Management Branch, 2021 (in progress)
- Association of Yukon Communities, 2021
- Vuntut Gwitchin First Nation Council, 2021
- Help and Hope for Families Society, 2021
- Athletics Yukon, 2021
- Yukon Government, Women's Directorate, 2021
- Grey Mountain Housing Society, 2020-2021
- Yukon Government, Public Service Commission, Diversity and Inclusion Branch, 2020
- Champagne and Aishihik First Nations, *Da Ku Master Plan*, 2019
- Champagne and Aishihik First Nations, *2019-2024 Council Priorities and Initiatives*, 2019
- Kluane First Nation, *Gap-Closing Funds Action Plan*, 2019
- Southern Tutchone Tribal Council, 2019
- Whitehorse Community Thrift Store, 2019
- BYTE Empowering Youth, 2018
- Yukon Convention Bureau, 2018
- Children First Society, 2018
- Yukon First Nations Language Revitalization Strategy, 2017
- Cowichan Tribes, 2017
- Council of Yukon First Nations, 2016
- Nacho Nyak Dun Development Corporation, 2015
- Champagne and Aishihik First Nations *2014-2018 Council Priorities and Initiatives*, 2015
- Yukon Sourdough Rendezvous Society, 2015
- Southern Tutchone Tribal Council, 2015
- White Ribbon Yukon, 2014
- BYTE – Bringing Youth Toward Equality, 2014
- White Ribbon Yukon, 2014
- Vimy Heritage Housing Society, 2013
- Government of Yukon, Advanced Education – Yukon Skills Table (in collaboration with MillierDickinsonBlais), 2012
- Yukon Government – Women's Directorate, 2011
- 12028 Yukon Inc., 2011
- Northern Cultural Expressions Society, 2011
- Champagne-Aishihik Community Corporation, 2010
- Yukon Historical and Museums Association, 2007



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Strategic Community Economic Development Plans/Economic Development Plans

- Smith's Landing First Nation, *Economic Development – Next Steps*, 2019
- Hamlet of Enterprise, NWT Tourism Strategy, 2018
- I'm Fur Real, *Fur Industry Action Plan*, 2018
- Dehcho First Nations, *Dehcho Economic Action Plan*, 2018
- Carmacks Community Readiness Initiative, 2017
- Smbaa K'e Dene Band, 2015
- Town of Inuvik (in collaboration with MillierDickinsonBlais), 2015
- City of Whitehorse (advisory role), 2014
- Vuntut Gwitchin First Nation, 2014
- Village of Carmacks (in collaboration with Across the River Consulting), 2011
- Tr'ondëk Hwëch'in, *Regional Economic Development Analysis* (in partnership with Vector Research and Gerry Ewert Consulting), 2008

Economic Development Negotiations, Negotiation Technical Support and Agreement Implementation Oversight

- First Nation of Na-cho Nyak Dun, Comprehensive Benefits Committee member, 2021-present
- First Nation of Na-cho Nyak Dun, Mayo to McQuesten Transmission Line Project Agreement Lead Negotiator, 2019
- First Nation of Na-cho Nyak Dun, Alexco Resources Comprehensive Benefits Agreement Review negotiation team member, 2016
- First Nation of Na-cho Nyak Dun, Mayo B Project Coordinator/Steering Committee/Investment Agreement Oversight, 2010-2014
- First Nation of Na-cho Nyak Dun, Victoria Gold Comprehensive Benefits Agreement negotiations team member, implementation committee members, 2011-2014
- Tr'ondëk Hwëch'in Han Nation — TH-Golden Predator Socio-Economic Accord Financial Benefits Schedule Review, 2012
- Fort Simpson Metis Nation – Joint Venture negotiations, 2011
- Nahanni Butte Dene Band – Canadian Zinc negotiations lead, 2007-2008
- Nahanni Butte Dene Band/Tthenaago Development Corporation negotiations representative, 2006

Studies, Evaluations, and Reviews

- Champagne and Aishihik First Nations, *Dän K'e Kwänjē Ghäkenidän (We are Learning Our Language), Language Immersion Program Developmental Evaluation*, 2019-present
- Challenge Disability Resource Group, *Operational and Financial Analysis* (assisting North of 56 Research and Economics), 2019
- City of Whitehorse, *Preliminary By-law Review Assistance*, 2016
- Women's Directorate/Yukon Housing Corporation, *Tenant Needs Assessment on Whitehorse Affordable Family Housing Program at 60 Selkirk*, 2015
- Women's Directorate, *Prevention of Violence Against Aboriginal Women Survey Development and Implementation*, 2015
- Yukon Government, Health and Social Services, *Gaps and Best Practices Analysis for Clients with Hidden Disabilities and Barriers to Employment - HeadStart Program* (in collaboration with John Glynn-Morris), 2014



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- Government of Yukon, Advanced Education, *Yukon Skills Table – Labour Supply Study* (in collaboration with MillierDickinsonBlais), 2014
- Women’s Directorate, *Yukon Aboriginal Women’s Summits Implementation Projects Evaluation*, 2014
- Multicultural Centre of the Yukon, *Evaluation Plan and Evaluation Tools* (in collaboration with Tindall Consulting and Brittany Pearson Business Consulting, 2014
- Dehcho First Nations, *Interim Resource Development Agreement Funds – Program Review and Recommendations*, 2014
- Government of Yukon, Department of Economic Development, *Government Procurement Analysis* (in collaboration with Vector Research), 2013
- Taku River Tlingit First Nation, *First Nation/Development Corporation Governance Review*, 2013
- Gwich’in Tribal Council, *Organizational Review* (in collaboration with AMCES – Association Management, Consulting, and Evaluation Services), 2013
- Klondike Development Organization, *Performance Review*, 2012
- Dease River Development Corporation, *First Nation Development Corporation Governance Analysis and Recommendations*, 2012
- First Nation of Na-cho Nyak Dun, *Aboriginal Housing Opportunities Program (AHOP) Review*, 2012
- Northern Cultural Expressions Society, *Situational Analysis, Discussion of Options and Recommendations*, 2010
- Nahanni Butte Dene Band, *The Mackenzie Gas Project’s Potential Effects on Municipal Operations*, 2007
- Nahanni Butte Dene Band, *Nahanni Butte Dene Band – Strategies & Actions for Mitigating the Negative Impacts of the Mackenzie Valley Gas Project*, 2006

Feasibility Studies/Pre-Feasibility Studies/Investment and Opportunity Analysis

- First Nation of Na-cho Nyak Dun, *Reinventing the Na-cho Nyak Dun Government* (in development)
- Whitehorse Concerts, *Market Research*, 2016
- Vimy Heritage Housing Society, *Seniors Supportive Living Facility Needs Assessment – Market Research*, 2015
- Selkirk Development Corporation, *Real-estate Analysis*, 2014
- WildWise Yukon, *Market Feasibility Study*, 2014
- First Nation of Na-cho Nyak Dun, *Mayo Industrial Incubator Facility Feasibility Study*, 2013
- Mundessa Development Corporation, *Opportunities Analysis*, 2012
- Grey Mountain Housing Society, *Options Analysis*, 2012
- Habitat For Humanity, *ReStore Scoping Document*, 2012
- Potluck Community Co-op, *Operational Model and Financial Feasibility Study* (Project lead, in collaboration with Luigi Zanasi, economist), 2011
- 12028 Yukon Inc., *Opportunity Analysis*, 2010
- Watson Lake Career Advancement Society, *Alternative Vocational Training Centre Pre-feasibility Study*, 2010
- Raven Recycling, *Materials Recovery Facility Feasibility Study*, 2009
- Tthenaago Development Corporation, *Analysis of [Confidential] as an Investment Opportunity*, 2009
- Pehdzeh Ki First Nation, *Jet B Fuel Facility Feasibility Study*, 2008
- Raven Recycling, *Feasibility Analyses of “Blue Box Collection Service/Neighbourhood Satellite Depots” and “Commercial Compost and Cardboard Collection Service”*, 2007
- ADK Corporate Group/Nogha Enterprises, Ltd., *Business Opportunity Assessment of the Prairie Creek Mine*, 2007



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- City of Dawson, *Seasonal Worker Housing Needs Analysis*, 2007
- Jean Marie Development Corporation, *Analysis of "Checkpoint" as an Investment Opportunity*, 2006
- Jean Marie Development Corporation, *Multi-Purpose Facility Feasibility Study*, 2006

Business and Other Business-Related Plans, and Business Counselling Service Delivery

- Yukon University, *PIVOT Program* (business counsellor), 2020
- Hotel Business Plan, assisting PlanIt North, 2019
- Champagne and Aishihik First Nations Language Program, *Planning/Financial Model*, 2018
- Northern Front Studio, *Yukon Innovation Hub Financial Plan*, 2017
- Children First Society, *Business Plan*, 2015
- Habitat for Humanity Yukon, 2015
- Tr'ondëk Hwëch'in Han Nation, *Enterprise Support Service Pilot Project*, 2013-2014
- Champagne and Aishihik Community Corporation, *Financial Plan*, 2014
- Grey Mountain Housing Society, *Financial Plans*, 2014
- Yukon Bluegrass Society, *Business Plan*, 2014
- Climate Clothing, *Marketing Plan*, 2014
- Council of Yukon First Nations and Yukon Government, *e-Commerce Yukon Project*, 2009-2013
- Champagne-Aishihik Community Corporation, *Financial Plan*, 2013
- Vimy Heritage Housing Society, *Business Plan*, 2013
- Dancing Raven Gift Shop, *Business Plan*, 2012
- Northern Front Studio, *Business Plan*, 2011
- Towcho Transport, *Business Plan*, 2011
- Yowza! Personal Presentation Skills, *Marketing Plan*, 2011
- Northern Cultural Expressions Society, *Business Plan*, 2011
- Dreams Happen, *Business Plan*, 2011
- Pehdzeh Ki Contractors, Ltd., *Business Plan*, 2010
- Acho Dene Native Crafts, *Business Plan*, 2008
- Nahanni Butte General Store, *Business Plan*, 2008
- Jean Marie Development Corporation, *Business Plan*, 2007
- Wolfe Trail Slashing, *Business Plan*, 2006

Speaking Engagements and Workshops

Recurring workshops

- Economic Developers Association of Canada/University of Waterloo, *Strategic Economic Development Planning* (half-day workshop), bi-annually since 2012
- Economic Developers Association of Canada/University of Waterloo, *Industry, Government, and First Nation Relations* (half-day workshop), bi-annually since 2012
- AFOA Canada, *Introduction to Economic Development* (two-day workshop), 2010 (Whitehorse and Saskatoon), 2011 (Enoch and Vancouver), 2013 (Winnipeg), 2015 (Winnipeg)

One-time engagements

- AFOA Canada and the National Aboriginal Capital Corporations Association, *"Assessing Loans and Business Plans" course development and pilot delivery*, 2020-2021



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- Volunteer Bénévoles Yukon, *Unsticking*, 2021
- AFOA Canada, *Strategy and Decisions* (two-day workshop), 2021
- AFOA Canada, Certified Aboriginal Public Administrator, *Planning and Organization*, 2021
- AFOA Canada, *Community Economic Development* (one-day workshop), Apr and Jul 2021
- Deisleen Development Corporation, *Governance Workshop*, 2020
- Children First Society, *Imagining the Future of Early Childhood Education in the NWT* (facilitation and event summary), 2020
- AFOA Canada, Certified Aboriginal Public Administrator, *Community Economic Development Module*, 2020
- AFOA Canada, *Strategy and Decisions* (two-day workshop), 2020
- Council for the Advancement of Native Development Officers, 2019 Youth Economic Development Summit, *Introduction to Economic Development – The Game Show*
- Smith's Landing First Nation, *Introduction to Economic Development*, 2019
- Economic Developers Association of Canada, *What do you do when nobody knows what you do*, 2018 Conference
- AFOA Canada, *Developing Business Plans and Funding Proposals* (one-day workshop), 2017
- Reconciliation Canada, *Economic Development and Reconciliation*, 2016
- Liard First Nation Development Corporation, *Governance Workshop* (one-day workshop), 2015
- Yukon UpStarts Conference, *Introduction to Business Workshop* (two-day workshop), 2015
- Economic Developers Association of Canada/University of Waterloo, *Strategic Economic Development Planning* (pre-conference seminar), 2015
- Vuntut Gwichin First Nation, *Introduction to Business Workshop* (two-day workshop), 2013
- Northern Cultural Expressions Society, *Governance Workshop* (half-day workshop), 2013
- Taku River Tlingit First Nation, *Board/Council Governance Workshop*, 2013
- Aboriginal Financial Officers Association of Canada, *Introduction to Economic Development* (online), 2006-2012
- Northern Economic Development Practitioners Conference, *Developing the Economic Developer: A Case Study*, 2012
- Dawson City Chamber of Commerce, *e-Commerce: A World of Potential*, 2012
- Economic Developers Association of Canada, *Impacts and Benefits Agreements*, 2012 Conference
- Economic Developers Association of Canada/University of Waterloo, *Time Management for Economic Developers/Project Management Case Study* (one-day workshop), 2012
- 62nd International Canada-France Convention, *Canada: Un pays de nations diverses*, 2012
- Siberian North and Arctic in the Context of the Global Demands of the 21st Century, *Yukon: Opportunities and Challenges*, 2011
- e-Commerce Yukon Project, *e-Commerce: A World of Potential*, 2010
- Klondike Development Organization, *Introduction to Economic Development Workshop* (half-day workshop), 2010
- Klondike Development Organization, *Introduction to Contracting* (half-day workshop), 2010
- Liard First Nation – Pipeline and Mining Conference, *Entrepreneur Capacity Development for Communities and Industry*, 2009
- Foundations Conference, *Developing the Economic Developer: A Case Study*, 2009



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Professional Designations

- Certified Economic Developer Fellowship, Ec.D(F), Economic Developers Association of Canada, 2017
- Professional Aboriginal Economic Developer, PAED, Council for the Advancement of Native Development Officers, 2009
- Certified Economic Developer, Ec.D, Economic Developers Association of Canada, 2009

Education and Professional Development

- Carleton University, *Bachelor of Commerce (Honours) with a Concentration in Strategic Human Resources Management*, 2001
- University of Waterloo, *Certificate in Economic Development*, 2007
- University of Waterloo, *Seminar in Creating Sustainable Communities in a Global Economy*, 2007
- University of Waterloo, *Seminar in Assessing Local/Regional Economic Development Prospects*, 2007
- Aboriginal Financial Officers Association of BC, *Band Management & Economic Development: Creating the Environment for Success*, 2008
- Aboriginal Financial Officers Association of Canada, *Introduction to Comprehensive Community Planning*, 2009
- University of Waterloo, *Seminar on Labour Force and Skills Development*, 2009
- International Association for Public Participation, *Certificate in Foundations in Public Participation*, 2015
- International Association for Public Participation, *Certificate in Techniques for Effective Public Participation*, 2015
- Banff Centre, *Getting to Maybe: A Social Innovation Residency*, 2016

Volunteer Work

- Yukon Foundation
 - Chair (2017-present)
 - Executive Board Member (2015-2017)
 - Board Member (2011-2014)
- Yukon Search and Rescue (2009-present)
- Yukon Chamber of Commerce
 - Past Chair (2017-2018)
 - Chair (2016-2017)
 - 2nd Vice Chair (2015)
 - Secretary (2014)
 - Vice-Chair-at-Large (2013)
- Council of Northern Economic Developers
 - Director (2016-2019)
 - President (2014-2015)
 - Vice-President (2013)
 - Founding President (2011-2012)
- Economic Developers Association of Canada, Yukon Director (2011-2016)
- Whitehorse Chamber of Commerce
 - Secretary (2012-2013)
 - Director (2009-2012)
- Yukon Power and Sail Squadron, Education and Training Officer (2011-2014)