



**TLA'AMIN NATION
STRATEGIC PLAN**

MARCH 2017

TLA'AMIN NATION | STRATEGIC PLAN

Continue formalizing our
Formalize and document
Better communication

GOVERNANCE

Execute Administration
Buildings Transition
Plan

Fire protection of people
and assets

Formalize disaster pre-
paredness

Provide safe and healthy
housing

Improve drainage sys-
tem

Reduce public risk from
power pole failure

Reduce garbage volume
in community

Retire existing sewer
treatment facility

Ensure safety in public
areas (parking)

Increased water capacity
(volume)

Sustainable Water Treat-
ment Plant resourcing

Maximize productivity

Achieve compliance with
Administration & Fi-
nance Law

Tla'amin Nation seen to
be desired employer

Reduce corporate risk

FINANCE AND ADMINISTRATION

PUBLIC WORKS

ur governance structure
ment decision-making
munication

FINANCE ┌

**Safe, functional commu-
nity facilities**

**Healthy Tla'amin com-
munity**

**Develop an Elder Care
Strategy**

**Plan for future of
Tla'amin Culture & Heri-
tage**

**Update Post-Secondary
Policy**

**Alignment of Tla'amin
community's capacity
with the needs of the
Tla'amin Nation**

**More Tla'amin Citizens
working or in school/
training**

**New Social Development
Policy**

COMMUNITY PROGRAMS AND SERVICES ┌

LANDS AND RESOURCES ┌

**Maximize Tla'amin con-
trol of natural resources**

**Harvest Annual Allow-
able Cut**

**Add to Treaty Settlement
Lands**

**Purchase Future Acqui-
sition Lands identified**

**Creation of Tla'amin
Parks and Recreation
Dept.**

**Promote community
beautification (clean up)**

HOUSE POST	GOAL	OBJECTIVE	ACCOUNTABLE	RESPONSIBLE
Governance	Continue formalizing our governance structure	Complete outstanding laws, regulations & agreements	Legislative Assembly	I-CWG
Governance	Continue formalizing our governance structure	Amend current laws and potentially associated processes	Legislative Assembly	I-CWG
Governance	Formalize and document decision-making	Define and document House-Post roles and responsibilities	Executive Council	I-CWG
Governance	Better communication	Formalize and document communication processes	Hegus	Communications Coordinator
Governance	Better communication	Develop a Communications Plan	CAO	Communications Coordinator
Finance and Administration	Maximize productivity	Match human resources with the Nation's needs	House Post Leader FA	CAO, HR Manager, Program Managers
Finance and Administration	Achieve compliance with Administration & Finance Law	Fully functioning financial budgeting and planning cycle	House Post Leader FA	CFO
Finance and Administration	Tla'amin Nation seen to be a desired employer	Achieve salary grid consistency of pay scales	House Post Leader FA	CAO, HR Manager, Program Managers
Finance and Administration	Reduce corporate risk	Develop Business Continuity Plan	House Post Leader FA	CAO, Director of Health, CEO Ec Dev
Community Services - Health	Safe, functional facilities	Expansion of Health Centre	House Post Leader CS	Director of Health
Community Services - Health	Safe, functional facilities	Update/upgrade Salish Centre	House Post Leader CS	Director of Health
Community Services - Health	Healthy Tla'amin Nation	Develop Continuum of Care Strategy for Citizens	House Post Leader CS	Director of Health
Community Services - Health	Healthy Tla'amin Nation	Develop a 5-Year Tla'amin Nation Health Plan	House Post Leader CS	Director of Health
Community Services - Health	Develop an Elder-care Strategy	Review Assisted Living studies and reports to determine next steps	House Post Leader CS	Director of Health
Community Services - Culture & Heritage	Plan for Tla'amin's Culture and Heritage Future	Develop a Culture and Heritage Strategy	House Post Leader CS	CAO
Community Services - Culture & Heritage	Plan for Tla'amin's Culture and Heritage Future	Develop a Culture and Heritage Succession Plan	House Post Leader CS	CAO
Community Services - Education	Update Post-Secondary Policy	Make policies reflect the needs and requirements of Tla'amin Nation	House Post Leader CS	CAO
Community Services - Education	Alignment of the Tla'amin community's capacity with the needs of the Tla'amin Nation	Develop a Tla'amin Nations Capacity Needs Plan	House Post Leader CS	Community Development Officer
Community Services - Education	More Tla'amin Nation Citizens working or in school/training	Identify potential work/education candidates and support work/education opportunities for Youth-at-Risk & adults	House Post Leader CS	Community Development Officer
Community Services - Social Development	New Social Development Policy for Tla'amin Nation`	Move away from current INAC-type policy	House Post Leader CS	CFO

HOUSE POST	GOAL	OBJECTIVE	ACCOUNTABLE	RESPONSIBLE
Land & Resources - Fisheries	Maximize Tla'amin control of resources	Secure geoduck aquaculture tenures	House Post Leader L&R	CEO Economic Development
Land & Resources - Fisheries	Maximize Tla'amin control of resources	Obtain geoduck aquaculture licenses from DFO	House Post Leader L&R	CEO Economic Development
Land & Resources - Fisheries	Maximize Tla'amin control of resources	Apply and secure 10 shellfish tenures within 25 year window	House Post Leader L&R	CEO Economic Development
Lands & Resources - Forestry	Harvest Annual Allowable Cut	Utilize our Annual Allowable Cut (AAC)	House Post Leader L&R	Forestry Manager
Lands & Resources - Lands	Add to our Treaty Settlement Lands (TSL)	Identify additional parcels of land and initiate TSL addition process	House Post Leader L&R	I-CWG, Director Lands & Resources
Lands & Resources - Lands	Purchase Future Acquisition Lands identified (1,000 hectares)	Secure sufficient funds to purchase 1,000 ha of Acquisition Lands	House Post Leader L&R	I-CWG
Lands & Resources - Parks	Creation of Tla'amin Parks and Recreation Dept.	Develop a Parks and Trails Strategy and a Recreation Program	House Post Leader L&R	Director of Lands
Lands & Resources - Parks	Promote community beautification (clean-up)	Review existing laws, regulations and policies for Housing, Lands and Resources	House Post Leaders L&R & PW	CAO, Director of Lands, Director of Public Works
Public Works - Capital	Execute Administration Buildings Transition Plan	Complete multi-staged Administration Buildings Transition Plan	House Post Leader PW	CAO, Director of Infrastructure
Public Works - Fire & Emergency	Protection of Tla'amin Nation people and assets	15 fully-trained volunteer Fire Dept. members	House Post Leader PW	Fire Chief
Public Works - Fire & Emergency	Formalize Tla'amin Nation Disaster Preparedness	Create a Nation Emergency Preparedness Plan	House Post Leader PW	Community Development Officer
Public Works - Housing	Provide safe and healthy housing	Prepare a housing asset inventory and conduct assessments	House Post Leader PW	Housing Manager
Public Works - Housing	Provide safe and healthy housing	Develop strategy for Tla'amin Nation housing needs	House Post Leader PW	CAO, Housing Manager, Director Lands & Resources
Public Works - Village Maintenance	Improve drainage system	Review historical drainage plan and identify next steps	House Post Leader PW	Director of Infrastructure
Public Works - Village Maintenance	Reduce public risk from power pole failure	Replace dangerous power poles	House Post Leader PW	Director of Infrastructure
Public Works - Village Maintenance	Reduce Tla'amin Nation garbage volume	Develop a Waste Reduction Strategy	House Post Leader PW	Director of Infrastructure
Public Works - Village Maintenance	Retire existing sewer treatment facility	Tie into City of Powell River sewer system	House Post Leader PW	Director of Infrastructure
Public Works - Village Maintenance	Ensure safety in public areas (parking spaces)	Clearly identify parking areas at public buildings	House Post Leader PW	Director of Infrastructure, Director of Health
Public Works - Water	Increased water capacity (volume)	Hook up (connect) to alternate water supply	House Post Leader PW	Director of Infrastructure
Public Works - Water	Sustainable Water Treatment Plant resourcing	Increase Water Treatment Operator staffing	House Post Leader PW	Director of Infrastructure

# of Initiatives	Due	Q4 2016-17	Q1 2017-18	Q2 2017-18	Q3 2017-18	Q4 2017-18	Q1 2018-19	Q2 2018-19	Q3 2018-19	2019	2020	Other
2									31-Dec-18			
2												31-Dec-21
2												5-Apr-41
2			5-Apr-17									
3									31-Dec-18			
4												31-Dec-23
3		31 March CRITICAL (Dinner Rock)										31-Dec-21
3			30-Jun-17									
4						31-Mar-18						
3						31-Mar-18						
3								30-Sep-18				
2						31-Mar-18						
3										31-Dec-19		
2				30-Sep-17								
2				30-Sep-17								
2										31-Oct-19		
1								30-Sep-18				
3									31-Oct-18			
5											30-Sep-20	
2						31-Mar-18						



Background

On November 22-23, 2016, Tla'amin Legislative Assembly and senior staff participated in a strategic planning session at the Governance House to establish goals and objectives for the Tla'amin Nation going forward.

The session was facilitated by Leslie Kilpatrick from ICLD (joint venture with Naut'sa Mawt Tribal Council) and Dillon Johnson, former Councilor for Tla'amin Nation and a contractor with Temixw Planning Ltd.

Goals and objectives were organized by each of the House Posts, plus another area for Governance.

32 goals & 40 objectives were agreed to and documented in the Strategic Plan.

The Strategic Plan has since been reviewed and discussed by leadership and was formally accepted by Legislative Assembly on February 15, 2017.

The Strategic Plan will be a living document, but should be considered a concrete plan for the purposes of providing direction for Tla'amin Nation staff, leadership, committees, and budgeting requirements.

Next Steps

- // Complete projects and initiatives for each objective.**
- // Projects and initiatives will need to be scoped out.**
- // Project Lead (Manager) will need to be assigned.**
- // Resources and detailed timelines will need to be assigned.**
- // Will form part of targets and performance evaluations for staff.**